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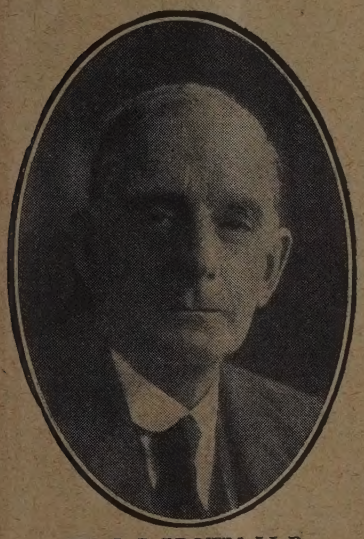
Local Government Service

No. 12 DECEMBER, 1933 Vol. XV



MR. C. G. BROWN, LL.B.
Ex-Town Clerk of Cardiff, President of N.A.L.G.O.

REVIEW OF A GREAT YEAR'S WORK

By CECIL G. BROWN, LL.B., President of N.A.L.G.O.

THE progress of the Association and its activities has continued unchecked during the past year, and there is not one section which has not at least lived up to its tradition of rapid extension.

The estimated membership now exceeds 74,000, and is an increase of 5,500 since December 31, 1932. When the summary sheets have been received from all Branches there is a prospect that still further increase will be shown. This is all to the good because there is urgent need to-day for a unified organisation for all local government officers. It is only by co-ordinated action that any good results have ever been attained, and it will be increasingly necessary in the future for still greater co-operation between local government officers from one end of the country to the other, because the current trend of policy is towards central control of functions. Unless bargaining power is also centralised, chaotic and overlapping negotiations must ensue, resulting in a loss of moral force from a lack of cohesion between the employees which in turn will result in reasonable demands not being accepted because there will be no unity to give strength to them.

Whitley Councils Campaign

This leads on to the valuable campaign which was started just before the 1933 Annual Conference for the establishment of a complete system of Whitley Councils in the Local Government Service. It will be remembered that the Annual Conference, 1933, passed certain resolutions which the National Executive Council constantly has in mind, and which will be implemented when local government officers are unanimously convinced that Whitleyism is necessary. Information on this subject has been published from time to time in LOCAL GOVERNMENT SERVICE. A booklet has been prepared and has been circulated generally to the Branches setting out the full case for Whitleyism. The Branches have been asked to educate their members to the value of collective bargaining and District Committees have been requested to supervise the propaganda within their districts so as to co-ordinate efforts and to keep the National Executive Council in touch with the position in order that national, district and local efforts may be welded together.

"National Economy"

One other aspect of service conditions which I think I should mention is that of the vexed question of "national economy." The fire of 1931 is now burnt out, but the ashes remain. Most people are now convinced that the unreasonable and unregulated economy which was so strongly insisted upon two years ago has done more harm than good. This is being felt in the Local Government Service where salary cuts are being restored day by day. Of the 720 Local Authorities which imposed deductions during the panic period, 237 have now restored them, 101 have modified them, and the next three or four months should see the termination of the greater number of the deductions which were originally imposed. The lead which the Lancashire and Cheshire Provincial Whitley Council gave during September last is having its effect, and it is confidently expected that by the end of the Local Authority Financial Year, most officers will be receiving their full salaries. That these deductions were to be regarded as a temporary measure is evidenced, amongst other things, by the introduction in Parliament, by the Minister of Health, of the Local Government and Other Officers' Superannuation (Temporary Provisions) Bill, which was designed to ensure that the superannuation rights of officers would be preserved in all cases where the economy deductions were made on the understanding that they should not affect the superannuation allowances of the officers concerned. This Bill received Royal Assent on July 28, 1933.

Compulsory Superannuation

The National Executive Council is taking steps to implement the decision of conference that a Compulsory Superannuation Bill should be introduced in Parliament without delay. The Minister of Health was approached on this question, but he stated that the present state of public business precluded the introduction of such a Bill as a Government measure. The Council then decided that it should be introduced as a Private Member's Bill, but in order that such a Bill should have a smooth passage through both Houses it is necessary that it should contain provisions which are as uncontroversial as possible and which would meet with the approval of the Ministry of Health and the Associations of Local Authorities. In view of this a sub-committee has been appointed to decide what provisions should be included in the proposed Bill. The work of this sub-committee is rapidly nearing completion, and it is hoped to have everything ready so that no opportunity may be lost in getting the Bill introduced at the earliest possible moment. It should, however, be realised by the members that unless a Private Member's Bill is practically non-contentious in character, it is not likely to get very far, because even one Member can block it by objecting to it on Second Reading in the Commons.

Turning now to another important aspect of our Association's work, that of the Education Department, I think I am right in saying that there are to-day many members of N.A.L.G.O. whose subscriptions have proved a profitable financial investment. These are the members who have benefited by awards under the Scholarships Scheme which was adopted at the Annual Conference, 1932, and put into force this year. They are obviously students who have proved their worth, and the fact that they are being assisted in their studies still further by the award of scholarships, exhibitions and prizes must be a source of gratification to them. The benefit which they will derive from these awards will be permanent, and their allegiance to our Association has been amply justified.

Educational Loans Scheme

There is one new development of our education scheme which is of special interest to our younger members. I refer to the Loans Scheme. The preparation of a report on this question was authorised at the last conference, and I am pleased to say that the Education Committee has considered this subject with so much diligence that it has now prepared a scheme which has been approved by the National Executive Council for submission to the annual conference next year. I do not propose to divulge the provisions of this scheme, because I feel that it would be unfair to attempt to discuss what the National Executive Council report will disclose, but this I will say, that no effort, time or thought have been spared in the preparation of the scheme.

We have been anxiously awaiting the publication of the report of the Departmental Committee set up by the Ministry of Health on the Qualifications, Recruitment, Training and Promotion of Local Government Officers. You will remember that the first meeting of the Committee was held during January of 1931, when N.A.L.G.O. submitted its evidence. Meetings of the Committee were suspended during that year during the financial crisis, but were later resumed. We were promised that the report would be issued during early Autumn of this year, and we still anxiously await the date of publication. One question, however, is agitating my mind and it is this. Who will deal with the report and with the recommendations which will be contained in it? I suggest that a Whitley Council would be the body most capable of giving impartial consideration to these recommendations and would have sufficient expert knowledge of the whole of the subjects involved to make the most practicable recommendations to the appropriate authorities on the proposals which the report will contain. Whether that method of considering the report will be adopted, or whether it will be left to piece-meal consideration by isolated bodies concerned with local government remains to be seen, but the advantages of the former course

(*Continued on next page*)

REVIEW OF A GREAT YEAR'S WORK

(Continued from page 319)

seem clear. This subject has been prominently in the mind of the National Executive Council and constitutes one of the major reasons why the whole-hearted support of every member of the Association is required in the campaign for the establishment of a complete system of Whitleyism.

Parliamentary and Legal Work

In other directions, the interests of members of the Association are being very closely watched, particularly in regard to parliamentary and legal work. The number and variety of cases in which legal advice and assistance is given grows year by year, and in this direction N.A.L.G.O. more than justifies the claim it so proudly makes that it is the only organised body of local government officers which looks after the individual interests of its members of every class. One outstanding example of the parliamentary work undertaken by the Association is afforded by the Road Traffic (Amendment) Bill of the Minister of Transport. By this Bill it is proposed to restrict the provisions as to compensation to officers, which are contained in Section 116 of and the Fourth Schedule to the Road Traffic Act, 1930, to cases in which an officer suffers direct pecuniary loss by reason of the repeal effected by the Act of 1930 of provisions relating to the licensing of Public Service Vehicles by a Local Authority.

As a result of the Act of 1930, certain duties performed by officers of local authorities in connection with Public Service Vehicles and, in particular, the examination thereof, were transferred to officers to be appointed under the Act, and representations were made to the Ministry of Transport when the Bill for the Act was under consideration that provisions for compensation to officers who might be thus affected should be inserted in the Bill. The terms of a compensation Clause and Schedule were discussed with the representatives of the Ministry, and these provisions were, in substance, agreed and inserted when the Bill was before the Standing Committee of the House of Commons. In the Standing Committee, provisions, now contained in Part V of the Act of 1930, with regard to the running of Public Service Vehicles by Local Authorities were inserted, including the provisions of Section 105 with regard to working and other Agreements between Local Authorities or between a Local Authority and another body or person in connection with the running of Public Service Vehicles.

Compensation Provisions

The compensation provisions in Section 116, together with the Fourth Schedule, are of general application, and apply not only to officers concerned in connection with the grant of licences or the examination of vehicles who may be affected by the Act, but also to officers who may be affected as a result of a Working Agreement made under Section 105. The effect of the proposed Bill would be to exclude cases arising under Section 105, and to restrict the compensation provisions to officers affected by the repeal by the Act of 1930 of provisions relating to the licensing of Public Service Vehicles by a local authority or by reason of anything done in consequence of any such repeal.

The Association has pursued this matter with the greatest possible diligence. It was at first proposed to introduce the Bill last July, but as the result of representations made by the Association to the Ministry of Transport, the introduction was postponed. The Association has since secured the support of the Association of Municipal Corporations for proposals to amend the Bill so as to continue to make provision for the compensation of local government officers who suffer loss of office or emoluments in consequence of a working agreement made under Section 105 of the Act. This matter, which is of great importance to many local government officers, will certainly not be lost sight of till a satisfactory conclusion has been reached.

The other sections of our Association, Provident Society, Logomia, Approved Society, Correspondence Institute, Building Society, Thrift Scheme, Insurance, etc., have all abundantly proved their worth, and their progress is undoubted justification of the claim that has been made on their behalf, i.e., that N.A.L.G.O. benefits cost less and are better than those obtainable elsewhere.

The Benevolent and Orphan Fund requires special consideration. The objects of this fund do not concern closely the daily lives and work of our members as do, for instance, the insurance sections or the thrift section, because its fundamental object is to assist the widows and orphans of local government officers. These are surely entitled to whatever assistance we can render them. They have more claim on our help than on that of other charitable bodies because the husbands and fathers were our colleagues and friends. I make a special plea that every Branch, every member, will do his or her utmost to ensure that the Purse Session of the Scarborough Conference next year will realise at least £20,000 for this magnificent work.

Thank You!

In conclusion, I should like to take this opportunity to express, on behalf of the National Executive Council, our warmest appreciation to those many voluntary workers in our 528 Branches for the magnificent support which they have given the Association and its activities during the past year. To those and all other members of N.A.L.G.O., I extend the best of good wishes for a Happy Christmas, and I should like to remind them of the essential spirit of the festive season which is one of harmonious co-operation and of good-will. May this spirit permeate not only the Christmas Season, but extend its influence through our work during the coming year and control our efforts to make N.A.L.G.O. the perfect organisation which is our ideal.

A CERTIFICATED SERVICE

For some years past, the question of securing a certificated service in connection with officers in public assistance institutions has been actively discussed, and the subject was again given prominence at the annual meeting of the National Association of Administrators of Local Government Establishments. It was reported that the Executive Committee considered that district associations should stimulate the movement towards a certificated service, either by arranging tutorial classes in convenient centres or by fostering their establishment.

The subject was touched upon by Mr. E. C. Blight, Chief Public Assistance Officer of the London County Council, in an interesting address on "The Future of Public Assistance Institutions." It was his desire and hope, he said, that every officer, no matter how junior, should adopt that professional outlook towards his work which was implied in having a certificated service, and he looked to senior officers occupying executive appointments and masters and matrons to co-operate with him in inculcating this standard in the staffs under their supervision.

Mr. Colin A. W. Roberts spoke in favour of a real drive to induce officers to sit for the institutional officers' examination. He thought there was still a great deal of apathy in connection with this most important subject, and he suggested that the examinations board might give candidates some sort of lead in view of the many systems of administering institutional accounts which operated in various parts of the country.

COSTING IN LOCAL ADMINISTRATION

Under the chairmanship of Mr. R. Robertson, Borough Treasurer of Lowestoft, the ninth annual dinner of the Metropolitan and Home Counties Branch of the Institute of Municipal Treasurers and Accountants (Inc.) was held in London on November 3. Discussing the question of costing, Sir Arthur Robinson, K.C.B., C.B.E., Permanent Secretary to the Ministry of Health, said that for years the Ministry had been engaged in amassing particulars of costing, but when these were sent to the local authorities, they produced no returns. The Ministry now proposed to investigate the reason for this; they were going to form a committee and would come to the Institute for help in the matter. He said that costing was a very important development—by means of it they hoped to be able to find out what was going to happen in years to come. They were costing highways, in which the Ministry had the assistance of two members of the Institute, Mr. S. Lord and Mr. J. Scougal. Touching upon other matters of interest, Sir Arthur said he did not think it was possible to have a strictly logical system of finances in this country, but at any rate it was possible to train people for the work, and he complimented the Institute on its noteworthy efforts in this direction.

Local Authorities' Responsibility

Mr. R. A. Wetherall, Borough Treasurer of Swansea and President of the Institute, responded. Mr. J. Henderson Stewart, M.P. for East Fife, said that life, from being an individual thing left to grow by the wayside, had become the responsibility of the nation, and upon the local authority had fallen the major part of that great beneficent change. Further reference to costing was made by Mr. Robertson in his response to the toast of "The Chairman." Costing, he said, was the only safeguard against wasteful and extravagant spending, and it was vitally necessary to have an efficient system.

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Diaries of all colours, shades and tints; small diaries, large diaries, thin diaries, fat diaries; diaries with cardboard covers, diaries with leather covers, diaries with skin covers; stand-up diaries, sit-down diaries; diaries for the waistcoat pocket, for the desk, for the householder, the business man, the sportsman, for the gardener, for you and for me; diaries costing ninepence and diaries costing thirty shillings. Such is a brief synopsis of the vast range of diaries which Messrs. T. J. & J. Smith offer for 1934. This firm has been publishing diaries for upwards of ninety years and has long since attained a world-wide reputation for quality and usefulness.

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ARE RATES OPPRESSIVE?

REVIEW OF SCOTTISH LOCAL GOVERNMENT FINANCE

By J. HENDERSON STEWART, M.P.

MR. J. HENDERSON STEWART, M.P.

WHEN, to Imperial taxation is added responsibility of local rates, it is little wonder that citizens of all classes complain.

A foreigner examining our conditions might well expect that Income Tax and its related duties would form the main cause of complaint. The amount raised to meet national expenditure is four times the total of rates levied by Local Authorities in Great Britain; the call of the Income Tax Inspector is considerably greater than that of the City Assessor even in the most highly rated areas. But despite this the chief protest is everywhere against local rates. And nowhere is it more vigorous than in Scotland.

Why is this? I should like to examine the question, for I believe the protest to be unjustified from the point of view both of service rendered and of value received.

The total expenditure of Local Authorities in Scotland is in the region of £60,000,000 a year, of which approximately one-third is met from Exchequer grants, one-third from revenue-producing and miscellaneous enterprises, and one-third from rates. Exchequer contributions include £6,500,000 for education, £2,500,000 for roads, £1,000,000 each for piers and harbours, and police, and smaller grants for medical services, agricultural rates and other purposes. Revenue-producing enterprises include gas, electricity, tramways, water, public abattoirs, public baths and housing schemes. Some of these services render profits, some losses, but taken generally they pay for themselves and only in a few instances require rating subvention.

Local Assessments

Local assessments amount to about £21,000,000 and work out at an average rate of 8/9 per £ gross rental over the whole country, or £4 5s. 7d. per head of population.

Let it be admitted that rates in Scotland have risen greatly since pre-war days. The following table gives details :—

Year.	Average Rate.	Per Head Population.
	s. d.	£ s. d.
1893–4 ..	3 0 ..	0 17 7
1903–4 ..	3 10 ..	1 5 5
1913–4 ..	4 11 ..	1 15 8
	Post-War.	
1918–19 ..	5 9 ..	2 1 11
1920–21 ..	9 10 ..	3 19 1
1922–23 ..	8 9 ..	3 15 5
1924–25 ..	8 8 ..	3 19 0
1926–27 ..	9 7 ..	4 9 3
1928–29 ..	10 0 ..	4 16 2
1929–30 ..	8 9 ..	4 5 8

It will be seen that there has been a rapid and marked increase over the period, culminating in the peak year 1928–29, when the derating provisions of the Local Government (Scotland) Act came into force and lightened the burden of Local Authorities. Even to-day, however, rates remain almost twice as high as they were before the war.

A Rating Paradise

Let it also be granted that the average figure conceals the worst effects and that many districts have rates considerably in excess of 8/9. In Glasgow the figure stands, exclusive of water rate, at 13/8, in Clydebank, 12/9, and in Hamilton as high as 13/6. Edinburgh and Dundee are more fortunate with rates of 7/4 and 8/4 respectively. But though the West of Scotland suffers heavy imposts they are not unduly disproportionate if one compares the English industrial areas with our own. Differences in the bases of rating and valuation make absolute comparison difficult, but on a broad survey, looking to the burden of rates per head in comparable areas, we can at least claim that on the whole we are no worse than our neighbours. And if we extend the comparison to other industrial countries, we would seem to enjoy a veritable rating paradise.

Examine for a moment the position in America—not since the crisis of March, for that would be unfair, but for some years before it. If the Scottish ratepayer is hard pressed, his contemporaries in the States are crushed.

Ever since the war the financial position of many American cities has given cause for alarm. In some cases conditions have become so bad that a state of virtual bankruptcy has ensued, with disastrous results alike to citizens and municipal employees, not to mention the services rendered to the community. Two examples only need be quoted.

In New York local rates amount to the colossal figure of £14 15s. 0d. per head—over three times the Scottish equivalent. The City budget has increased by leaps and bounds in recent years. In each of four successive years the Valuation Roll was raised by £200,000,000 giving the City Authorities, at the prevailing tax rates, £5,000,000 additional spending power each year. By 1932 the total expenditure had reached £145,000,000, that is, about the same as the total receipts of all Local Authorities in England and Wales put together, and of this no less than 70 per cent. had to be met out of local rates. It is estimated that the cost of administration alone has multiplied threefold since the war, and as an indication of the work of the administration it may be added that in December last default on bonds to the value of £8,000,000 was avoided by a bank loan only one hour before payment was due. The situation had become so serious at the end of 1932 that proposals were made for the appointment of a financial agent to control expenditure.

Chaos in Chicago

In Chicago the position is almost fantastic, and in this case again mainly on account of lax administration.

The machinery of assessment in this city consists of directly-elected assessors, who make the assessments in the first instance, and a directly-elected Board of Review, which in practice, however, has come to act as another and independent assessing authority. In recent years the manipulation of individual assessments had become the recognised perquisite of the political party in power, and graft was widespread. In 1928 the situation was so serious that a Tax Commission ordered a complete re-assessment according to prescribed rules.

The re-valuation was completed a year later, but vigorous opposition from vested interests delayed legal sanction for a further fifteen months. Meanwhile, collection of all rates had ceased. Income stopped, but expenditure continued; floating debts soared. In an effort to meet current outlays the authorities issued tax anticipation warrants, which by July, 1931, had reached the immense total of £32,000,000, involving interest equivalent to the total rates imposed by Edinburgh Corporation. Still short of cash, a raid was made on a special fund built up over a number of years for an underground railway, but the £12,000,000 obtained from this source was insufficient to pay municipal employees, and school teachers alone were owed £4,000,000 back pay at the end of 1932. As in New York, a special commission has been appointed, one of whose recommendations is designed to save £4,000,000 a year on administration, but further and more drastic measures will be required to save the city from collapse.

Many of the smaller towns in the States are in a worse plight even than the large cities. Everywhere debts and assessments are mounting. The American ratepayer has a poor time and a still poorer outlook, for he sees no end to his troubles.

Scotland's Security

In Scotland, at any rate, we know where we are, and can estimate with tolerable certainty the future. We may criticise a Housing Scheme or other public development as extravagance, but at any rate we can depend on the integrity, impartiality and competence of our administrative officials. We can sleep content o' nights, without fear of repudiating bonds, withholding wages, or running into bankruptcy. We can trust our municipal officers to observe sound rules of finance. Moreover, we get a fair, if not indeed a fabulous, return for our money, though that benefit is often overlooked.

Many there are who cry "What do we get for our rates?" Few there are who answer. Yet an adequate answer is available. For no other expenditure is so generous a return made.

The chief items in the expenditure of Local Authorities are education, poor relief and public health. It is worth while translating the cost of these services into terms of individual contributions. Education in Scotland costs less (in rates) than 1d. per day per head of population, poor relief only 5d. per week, road and street maintenance 4d. a week, police, cleaning, sanitation, lighting and water 1d. each, hospitals ½d., tuberculosis ½d., public parks ½d. For all the service that comes under the heading of public health—the care of body and property in town and village—the ratepayer is asked to contribute at the rate of less than 10d. a week per person!

Would the average head of a family, say of four persons, consider giving up the services of police, municipal doctors and nurses, street cleaners, and lighters, sanitary workers and road menders—all for a saving of 3/4 per week? And the education of his children for another 2/- a week? (Actually the average ratepayer pays more since he contributes towards the shares of children, juveniles and his less fortunate fellow-citizens.) Is the average business man with a shop or warehouse in Glasgow prepared to sacrifice the safety of his property and the cleanliness and lighting of his surroundings for a few pence a week? That, surely, is the right spirit in which to approach the problem of local rates. Expressed in that way local rates appear in their true light—the citizens' contribution towards the cheapest service in the country, if not in the world.

No Material Reward

The men and women who serve on local bodies deserve well of their fellow-citizens. Time was, perhaps, when their position as councillors was mainly ornamental. To-day when County Councils and municipal boards are being charged with great and ever-increasing responsibilities, the task of their members is

(*Continued on page 328, column 3*)

ON READERS.

By a Librarian

THE UNITED STATES, in a series of tests made during the war, found the average mental age of the adult male population to be 12½ years; and anyone who has to deal with the public in large numbers finds no difficulty in believing it.

Readers can be roughly divided into three main classes: First (and largest), those who read because they don't know how to think and don't want to learn; secondly, those who read as an escape from real life—whose emotional life is lived vicariously; thirdly, those who read with judgment and discrimination, and think about what they read.

* * *

Members of the first class let words spray over their minds in a refreshing stream, the rushing sound of which effectually deadens the ominous noise of life as it is. Books are to them an escape from personalities more than ordinarily commonplace and tedious—even to themselves, would they but admit it. For them are the bright covers seductively displayed ("I never can remember the author, somehow!"), and it is to them that the meretricious glibness of a Frankau, disposing of the most complicated social problems in a cliché, the treacly sentiment disguised in cheap witticisms of an Arlen, or the "egad and satin-waistcoat" pseudo-history of a Farnol looks for the sale of a million copies.

A book which disturbs their complacency is anathema, and they are content to ignore such moulders of opinion as Wells, Galsworthy, Bennett, and Shaw; such artists as Hardy and Conrad.

* * *

With the members of the second class everyone is numbered at one time or another; the escape from real life is occasionally a necessity, even, perhaps, an act of self-preservation. And who can begrudge those who come no nearer romance than the pages of a book, the thrilling adventures of the master-crook we would all like to be if we dared, or the wide open spaces full of he-men and she-women with a revolver in each holster, or the cloak and sword dramas of would-be historical novelists?

They ask

> Only some drowsy opiate:
> Some kindly curtain drawn between
> Them and this whirring world-machine;
> Some deafness tempering to the ear
> The ceaseless grinding of the gear;
> Some blindness that they may not see
> The whole well-meant absurdity.

Even those who think about what they read are all included in this class now and then, but with this difference—the opiate must be good of its kind. They tolerate no slipshod workmanship, no plausible impossibilities, no characters the like of which were never seen on land or sea.

To read none but worthless books may, however, in itself be no more than a habit which harms only the reader; in the same category as the drinking of too much strong tea, the smoking of too much tobacco, or the eating of too many sweets. It is a habit which renders the mind flabby and out of breath, as incapable of mental effort as an unfit body is of a physical one, but it only becomes a social menace when the sufferer thinks himself a competent judge of life and literature.

No! If we like to read rubbish, let us have the courage of our opinions, and say: "Whether rubbish or not, that's the kind of book we like!" We should not, however, consider personal predilections as grounds for pronouncing judgment on the conduct of others or on theories of art.

* * *

Then there are those who think only serious books are good books. In vain do the entertaining heroes of Wodehouse, Birmingham, Milne, and Jacobs disport themselves for their benefit. They are funny, so they can't be good, say the literary puritans.

In contrast to these are they who think that a classic (whether ancient or modern) is bound to be dull. This is largely the fault of the school curriculum which persists in setting books whose emotional content is absolutely beyond the experience of, and therefore unintelligible to, any child; such as *Hamlet*, *Adam Bede*, *Vanity Fair*, and countless others. It not only does this, but in far too many cases the children who are capable of grasping the plot and some of the ideas, have to be kept back until the slow ones have been told what to think. By this time the book has become a task, and a wearisome one. "Oh, not one of his, please—we did him at school!" What an indictment!

To be civilised, says someone, is to be able to discriminate; we cannot be civilised, therefore, in every art and science, but we can know our limitations and realise that our own uncultivated taste is no criterion.

* * *

Last, but most important, come those who read in order to think. They are the people who make the librarian's work worth while. They are explorers looking for new ideas, and welcoming the searchlights turned on the dark places where stupidity, ignorance, and cruelty lurk still in their ancient fastnesses. They do not despise the novel, for they realise it is the pulpit of modern life, and has never reached a higher level of good workmanship and sound psychology than it has to-day.

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Board of Trade (Inspectors of Weights and Measures and Gas Meters).
Chartered Institute of Secretaries, etc.
Sanitary Inspectors' Joint Examinations Board.
Institution of Municipal and County Engineers.
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SALARIES AND CONDITIONS OF SERVICE

Notes by the Organising Secretary

Salaries

THE Salop C.C. has adopted a new grading scheme with effect from October 1, 1933. Juniors in future will be required to have passed the School Cert. Examination or its equivalent, and the first two years will be probationary, whilst nominal recognition will be made to officers who pass special examinations after entering the service. The Finance Committee in presenting its report, recommended that no reductions be made in respect of the salaries of existing officers whilst in their present grade or position, and stated that they "had come to the unanimous conclusion that the salaries paid in Shropshire were definitely below the average of those paid in other counties, and in similar occupations, and the actual numbers of the staffs were without exception considerably below the established strength of those maintained in counties comparable with Shropshire." It is hoped that the recognition of these facts will result in better salaries in the future.

It is gratifying to note that the scheme was prepared by the Adjustment Board, which consists of ten members of the County Council and ten members of the staff.

A proposal to dismiss Junior Officers on attaining the age of twenty-one unless there is a vacancy in the next grade, has been made by the Tees Valley Water Board, and is being strongly contested by the Association. The Divisional Secretary attended the last meeting of the Board, at which it was decided to defer the matter for a month, when a further interview will take place.

Superannuation

The following local authorities have been included as constituent authorities of the West Riding (Local Authorities) Joint Superannuation Scheme as from October 1, 1933 :—

	Officers.	*Servants.*
Dearne District Electricity Board	4	6
Wharfedale Union Joint Isolation Hospital Committee	10	–

Salary Deductions

The present position, so far indicated by information received at Headquarters, is as follows :—

	Deductions made by Local Authorities following Cir. 1222	*Deductions Terminated*	*Modified in favour of Staffs*
England and Wales ..	664	251	100
Scotland ..	64	8	1
Totals ..	728	259	101

The above figures include the following terminations and modifications which have been notified since the last issue :—

Deductions Modified.—Huddersfield C.B., Cannock U.D.C., Chipping Sodbury R.D.C., Repton R.D.C., and Tutbury R.D.C.

Deductions Terminated.—County Councils of Cambridgeshire, Chester and Lancashire; County Boroughs of Blackpool, Bolton, Burnley, Manchester, St. Helens, Stockport, Warrington, and Wigan; Metropolitan Borough of Finsbury; Boroughs of Bilston, Brecon, Chorley, Crewe, Darwen, Fleetwood, Stretford; Urban District Councils of Adlington, Ashbourne, Bakewell, Barnoldswick, Barrowford, Bingley, Bromsgrove, Desborough, Great Crosby, Guiseley, Horwich, Irlam, Kearsley, Newton Abbot, Normanton, Oakham, Royton, Scunthorpe and Frodingham, Sheerness, Sutton-in-Ashfield, Swinton, Tettenhall, Tipton, Tyldesley, Wardle and Wednesfield; Rural District Councils of Burnley, East Kesteven, Evesham, Narberth, Newport (Salop), and Wharfedale; Burghs of Ayr and Musselburgh.

The Mental Hospitals Association on October 13 passed a resolution recommending Mental Hospital Authorities to terminate any salary deductions which had been imposed, and whilst the date for termination was not fixed, the opinion was expressed that the deductions should cease not later than April 1, 1934. Before arriving at this recommendation, information was submitted that a number of Mental Hospital Authorities whose staffs probably represented more than 50 per cent. of the employees, had already terminated the deductions. It is understood that practically all the remaining authorities will follow the recommendation of the Association.

WILL YOU BE IN "THE BEANO"?

From a Correspondent

Every member of NALGO should now know of the "B. and O. Beano" and its objects. Seventy thousand copies of the "Beano" circular have been despatched to Branches from the "Beano" offices. The circular gives full particulars of the competition and prizes, and we would remind members of NALGO that the closing date for all entries is December 16 next. We have already received a gratifying response to our appeal for humorous articles, poems, limericks and drawings, and our staff of readers is already getting down to work.

Do not delay, but send in your effort now!

Someone has asked whether we intend to give cash to the winners of prizes, or if the winners will be expected to hand over their prizes to the B. & O. Fund. To remove any uncertainty in this matter let us make it quite clear that the cash will be sent to the senders of winning entries as a personal reward for their contributions to the magazine.

We appeal to all members of NALGO to help us to make this effort on behalf of the B. & O. Fund a success. We have already received advance orders for "The Beano." One Branch has ordered a copy for each member of the Branch. A 100 per cent. order! Other Branches please copy.

We desire to impress upon all members the importance of sending in their contributions by December 16, and our Office Poet, after much labour, has brought forth the following aid to your memory :

If you're going to be in "The Beano,"
Remember December sixteen-O!
Be really funny
And you will make money
For yourself and the funds of the B. & O.

All advance orders, and entries to the various competitions should be sent to the "Hon. Editor, B. & O. Beano, Town Hall, Scarborough." Entries to competitions must be clearly marked "Beano Competition" on the envelope, together with the class letter of the competition.

PLEASE MENTION
"LOCAL GOVERNMENT SERVICE"
WHEN REPLYING TO ADVERTISEMENTS

A NEW MUNICIPAL ORGANISATION

THE PLACE OF THE DEVELOPMENT DEPARTMENT IN LOCAL ADMINISTRATION

By T. H. HOWARD, M.A., Development Officer, Sheffield

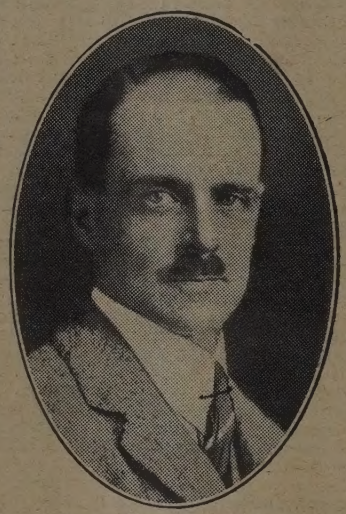
DURING the past few years, and especially since the beginning of 1931, a new class of municipal, or partially municipal, organisations has made its appearance. Unlike most other new units in the local administrative system, they have not sprung simultaneously from a Parliamentary "fiat," nor from a co-ordinated national movement, but have arisen sporadically, first in one centre and then in another, as the need for their services became focused, often imperfectly, in the local consciousness. In the majority of cases, moreover, they were set up on an experimental basis, their continuance being made conditional on eventual proof of their value in performing functions somewhat nebulously conceived by their originators. Thirdly, other interests are usually associated with the municipality on the managing committee. Since, however, it is a plain fact that, whereas prior to 1931 there were but some two or three municipal industrial development organisations in existence in Britain, there is now scarcely a town of any manufacturing importance without one, a stage appears to have been reached at which attention may usefully be invited to their existence, their functions and their relation to other municipal departments. It is to be noted that the compass of the following brief outline is restricted to "development" work in industrial centres, and excludes the many, often older, organisations operating in spas, seaside and pleasure resorts in various parts of Britain. Their story is a subject requiring separate treatment.

What is a Development Organisation?

The bodies now under review are variously labelled: Boards, Councils, or Committees—but the title of almost every one includes the word "Development." The name is perhaps not too fortunately chosen, in view of its almost inevitable association with commercial enterprises. It suggests the much advertised activities of the speculating builder. Nevertheless, in view of its general adoption, it would seem that the term must be retained on sufferance for the present, for all its ambiguity, pending some happier inspiration.

What, then, is a development organisation, and what does it do? Generally speaking, the organisations which were set up in 1931 or early 1932 owed their inception to the national financial and fiscal events of the former year. A large volume of inquiries had begun to flow into this country from manufacturers overseas who, confronted with the economic situation, were contemplating the establishment of industrial undertakings in Britain. The new development bodies were, therefore, commissioned to deal with inquiries for factory premises or sites, and to investigate the possibilities of establishing new industries in their respective localities. In pursuance of these objects registers were compiled of works and sites available for disposal, surveys made of the town's industrial facilities and advantages, and the latter were set forth in booklets distributed to all likely sources of inquiries. Inquiries received, whether for the establishment of new works or for agreements with existing local firms for the manufacture here of articles previously imported, were dealt with in close conjunction with the industrial interests in the district.

In the course of this work two points became increasingly clear. One was that the mass of data collected would be of great value for many purposes in addition to that for which it was originally gathered. Requests for information relating to Corporation and other public services, statistics, tourist facilities, and even local history, began to gravitate toward the development office. The second point which emerged was that in the attraction of industrial inquiries the circulation of information regarding existing industries and of news of outstanding discoveries, inventions and productive achievements plays an important part, and that in the development department the town has ready to hand a mouthpiece through which to spread world-wide the knowledge of its activities.



MR. T. H. HOWARD, M.A.

In 1931 was passed the Local Authorities (Publicity) Act, which provides that the council of any borough and of any urban district in Great Britain may contribute in any one year an amount not exceeding the equivalent of a halfpenny rate to "any organisation, approved in England and Wales by the Minister of Health and in Scotland by the Secretary of State, established for collecting and collating information in regard to the amenities and advantages of the British Isles or any part thereof, whether commercial, historical, scenic, recreational, curative or climatic, and for disseminating that information outside the British Isles," thus affording a means by which work of the kind described could be financed directly from municipal sources. It should be added here that two cities, at least, already possessed similar facilities by virtue of local Acts.

The Travel Association

Early in 1932 the Travel Association of Great Britain and Ireland, which had existed since 1929 to co-ordinate the activities of the development bodies at the pleasure resorts, extended its scope and became the Travel and Industrial Development Association of Great Britain and Ireland. This Association, which is the only "organisation approved by the Minister of Health" under the 1931 Act, proceeded to issue a scheme by which its co-operation was made available to the development organisations of industrial areas and towns. In 1932 also appeared Sir Stephen Tallents's book, "The Projection of England," which attracted immediate attention among those interested in development work.

"England," says the author, "must project upon the screen of world opinion such a picture of herself as will create a belief in her ability to serve the world under the new order as she has served it under the old." "English industry," he continues, "must be seen for what it is and for what it is determined to be. . . . English science must be known for what it is and for what it might be—an instrument of profound importance to the health and happiness of remote millions of people. England herself must be seen for what she is—still one of the most beautiful, historic and friendly of the world's countrysides."

Development Department's Functions

Under these influences, combined with the experience made by each local body for itself, a kind of common form may be said to have evolved for the functions of a development department, which may be broadly stated as follows:—

(1) To act as a municipal information office, collecting, collating and supplying data on all manner of subjects relating to the area which it serves.

(2) To "project" (in Sir Stephen Tallents's sense) the area, its activities and amenities, throughout the world.

(3) To promote the industrial expansion of the area, and the establishment of new industrial undertakings.

In typical cases the work of a development department in an industrial centre is controlled by a committee consisting of representatives of the city or borough council, the port authority (where such exists), the Chamber of Commerce, and other relevant interests, the number and nature of which are subject to fairly wide local variations. On some committees the Ministry of Labour and associations of employers and employees are represented. Out of eight of the largest cities in England (exclusive of London) only two have development committees composed wholly of municipal members, and in one of these there is an arrangement for close co-operation with the Chamber of Commerce. In six of the eight cities referred to, and in a number of other centres, the executive work of the department is in the hands of one or more full-time development officers. In others the Town Clerk acts in that capacity.

The area or county development councils which have been formed in various parts of the country do not differ essentially in constitution from the more closely localised organisations, but are actually federations of the latter, with the addition of representatives of such other interests as may be deemed appropriate in each case. It is to be noted that County Councils, like Rural District Councils, have no powers under the Act of 1931.

Financing the Work

A study of the methods by which development work is financed discloses considerable variation in practice. At least two large cities obtained powers for this purpose under local Acts before the passing of the Local Authorities (Publicity) Act, 1931.

Most of the area and county organisations derive their funds from the contributions of their constituent members, which are raised, in the case of local authorities, generally under the Act of 1931, and in the case of non-municipal bodies and individuals, by voluntary subscription. Instances exist, however, of area organisations supported by constituent bodies independently of the Act. Such bodies, whether serving areas or single towns, as avail themselves of the provisions of the Act, are obliged thereby to co-operate with and contribute to the funds of the Travel and Industrial Development Association.

The practice of relying for revenue partly on local authorities and partly on other sources is frequent also in the case of town development organisations.

Of the eight such bodies previously referred to, four are financed entirely from municipal

(*Continued on page 332, col. 3*)

LOCAL GOVERNMENT AND OTHER OFFICERS' SUPERANNUATION ACT, 1922

PAYMENT OF TRANSFER VALUE

By The Legal Secretary

A MEMBER who held an established post for the purposes of the Superannuation Act of 1922 under the X Corporation recently obtained an appointment under the Y County Council who had also adopted the Superannuation Act. At the time the member entered the service of the County Council her new post had not been designated as an established post for the purposes of the Act, but the post was designated two months later. The X Corporation refused to pay a transfer value to the Y County Council on the ground that the member had not transferred to a designated post in the service of the County Council.

Section 8 (1) of the Act provides that "Where an officer or servant transfers from the service of one local authority who have adopted this Act, with the consent of that authority, to a designated post in the service of another local authority who have adopted this Act, within six months of leaving the service of the first-mentioned authority and has been a contributor to the superannuation fund of that authority, the first mentioned local authority shall pay out of the superannuation fund to the local authority to whom the officer or servant so transfers, a transfer value ascertained in accordance with rules made for the purpose by the Minister, and in that case the officer or servant shall be entitled to such rights in respect of service before the date of transfer as he would have been entitled to if such service had been with the local authority to whom he has transferred."

On the case being reported to the Association, it was decided to make representations to the X Corporation with a view to inducing them to alter their decision, and the Corporation were furnished with a copy of a communication sent by the Ministry of Health to another superannuating authority in 1928, in which it was stated that the Minister was disposed to consider that effect would best be given to the general intention of the Act if a transfer value were presumed to be payable in all cases in which an officer leaving the service of one local authority who have adopted the Act, enters the service of another local authority and is appointed to a post which, within six months after the termination of his service with the first-mentioned authority, is designated by the second authority as an established post for the purposes of the Act. The Corporation, however, adhered to their previous decision. The National Executive Council thereupon decided to take Counsel's opinion, and a case was accordingly submitted to Mr. R. M. Montgomery, K.C.

Counsel has advised that, in his opinion, there is an obligation under Section 8 (1) of the Superannuation Act of 1922 upon the X Corporation to pay a transfer value to the Y County Council in the case of the member concerned. He said "That the word transfer is used in a slightly loose sense is, I think, clear from sub-sections (2) and (3) of Section 8, and transfer within six months in my opinion, includes cases where there is a gap of not more than six months between the leaving of one local authority and the taking up of a designated post in the service of another local authority. The gap of two months in the case of the member between leaving one service and taking up the other service in a designated post is, therefore, in my opinion, quite immaterial. . . . In my opinion, the member transferred to the service of the County Council in a non-designated post, but subsequently to a designated post within six months of the time when she left the service of the Corporation she comes in my opinion, within sub-section (1) of Section 8 of the Act of 1922."

A copy of this opinion has been sent to the X Corporation who have now agreed to pay the transfer value.

NO BRIBING THE LOCAL GOVERNMENT OFFICER

AS already announced, the National Executive Council of the National Association of Local Government Officers has passed the following resolution:—

"That the National Association of Local Government Officers take all legal steps possible in those cases where definite evidence is forthcoming of attempted bribery or corruption of local government officers."

In an interview with Press representatives, Mr. L. Hill, General Secretary of the Association, explained the reasons which had led the Association to take this step.

"Since the recent fire case," said Mr. Hill, "vague suggestions of bribery and corruption have been made in many quarters. Many of them have referred in general terms to Councillors and Local Government Officers.

"We get very tired of this sort of thing. It is intangible, and we can never pin down the speaker to a definite instance or a definite charge. Hence our resolution. We are prepared to proceed against both the man who offers bribes and the man who accepts them—provided we can get evidence to go on.

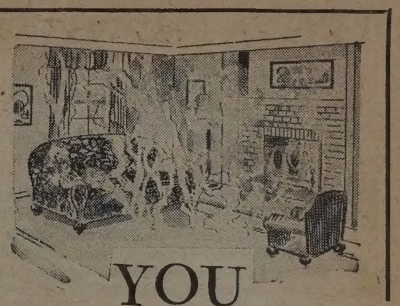
"At present our hands are tied by the very vagueness of the accusations.

"My Association numbers directly over 70,000 members, and represents the entire body of Local Government Officers throughout the country. They are deeply resentful of the vague and entirely unjustified allegations cast at them.

"My Association consists of Local Government Officers of all grades. Among them they are responsible for an annual administration of something over £400,000,000, and that apart altogether from capital charges. That attempts at bribery are often made I do not for a moment deny. I know they are. But it is a tribute to the integrity of the British Local Government Service that so few cases of actual suborning are to be found.

"And this I say with pride. I can produce more evidence of resistance against temptation than the acceptance of what is commonly known as "hospitality"—to apply a very mild term to the usual first move in this horrible business.

"Will business support us in our move to stop corruption? That is a question we hope our resolution will enable us to answer. If it agrees to co-operate we shall be most happy to accept its help. If not, we shall have to wait until opportunity offers to expose the way it seeks to corrupt the official."



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THE NEW UNEMPLOYMENT INSURANCE BILL

By THE LEGAL SECRETARY

FROM the point of view of local government officers, the most interesting part of the Unemployment Insurance Bill introduced in the House of Commons on November 8 last is Part II which deals with the establishment of a new central authority called the Unemployment Assistance Board, the functions and duties of that board and the means by which such functions and duties are to be carried out. The Board will consist of a chairman, a deputy chairman, and not more than four other members appointed by the Crown. No member of the Board may be a Member of Parliament. The duties of the Board will be to provide facilities for the training of unemployed persons with the object of preserving and improving their general fitness and efficiency, and to take over from the Public Assistance Authorities their present duties in regard to transitional payments and the administration of out-relief given to able-bodied persons on account of unemployment.

Extent of the Scheme

The scheme to be operated by the Board is much wider than that of Unemployment Insurance, for it will include all able-bodied persons between the ages of sixteen and sixty-five whose normal occupation is within the scope of the Widows', Orphans' and Old Age Contributory Pensions Acts, with the exception of people who are disqualified from benefit under the Unemployment Insurance Acts owing to having lost employment by reason of a stoppage of work due to a trade dispute or would have been so disqualified if they had been insured contributors. Such people are excluded from the scope of the Board for the period of the disqualification. The scheme will, therefore, embrace nearly all the unemployed able-bodied in the country, both men and women, including non-manual workers whose rate of remuneration does not exceed £250 a year.

Allowances Under the Scheme

All applications for allowances under the scheme and all questions arising in connection with such applications are to be determined by officers of the Board, but any person aggrieved by the determination of any officer of the Board upon any application made by him for an allowance may appeal to an appeal tribunal. It is, however, provided that no appeal shall lie to an appeal tribunal without the leave of the chairman of the tribunal, and such leave shall not be granted unless it appears to the chairman that the need of the applicant has not been determined or his needs have not been assessed in accordance with the regulations, or that there are other special circumstances affecting the case. The regulations dealing with the assessment of need will be prepared by the Board and submitted to Parliament for approval.

Officers of the New Board

The Board will appoint such officers and servants and pay to them such salaries and allowances as the Board may, after consultation with the Minister of Labour and with the consent of the Treasury, determine.

The salaries and allowances of the officers and servants of the Board and the remuneration, salaries and allowances of the members, officers and servants of the appeal tribunals will be paid out of monies provided by Parliament.

Superannuation

The officers and servants of both the Board and the appeal tribunals will also be subject to the Civil Service Superannuation Acts. The Bill further provides that rules may be made by the Treasury after consultation with the Minister of Health, with respect to the superannuation rights of persons who, being officers or servants of local authorities with pensionable local authority service, become officers or servants of the Board, and such rules may provide—

(*a*) that the Civil Service Superannuation Acts shall have effect in relation to such persons subject to modifications in respect of the minimum periods of established service which qualify persons for the benefits of those Acts;

(*b*) that on the retirement of such persons from the permanent Civil Service of the State in such circumstances that an annual superannuation or compensation or retiring allowance might be granted to them under the said Acts as modified by the rules, they shall be entitled in respect of their local authority service to receive from the local authority from whose service they retired in order to become officers or servants of the Board such payments by way of annual allowance, lump sum or return of contributions (with or without interest) as may be prescribed by the rules;

and the rules may provide for such modifications of the enactments relating to the superannuation of officers and servants of local authorities as may be necessary for giving effect to the rules.

The above-mentioned provisions relating to the superannuation rights of local government officers who may transfer to the service of the Board require very careful consideration. It is suggested that in the case of a local government officer transferred to the service of the Board, who has superannuation rights either under the Local Government and other Officers' Superannuation Act, 1922, the Poor Law Officers' Superannuation Act, 1896, or some local Act, it would be far better that the local authority concerned should pay a transfer value to the Board and that the Board should become responsible for superannuating him on the whole length of his service (both local government and with the Board) on the basis of the Civil Service superannuation scheme.

No Compensation Provisions

There are no provisions in the Bill relating to the compensation of officers of local authorities who may suffer loss of office or diminution of salary or emoluments in consequence of the Act by reason of functions being transferred from the Public Assistance Authorities to the Board.

These important questions of superannuation and compensation are being carefully considered by N.A.L.G.O., and local government officers who are likely to be affected by the Bill can rest assured that the Association will take all possible steps to safeguard their interests.

Exception from Unemployment Insurance

In Part I of the Bill there are provisions which alter the powers of the Minister of Labour as to bringing within the Unemployment Insurance Scheme persons engaged in excepted employment. It is proposed to repeal Section 4 of the Unemployment Insurance Act, 1920, which provides that "The Minister

(*Continued at foot of col.* 3)

INQUIRIES WITH REGARD TO ADVERTISEMENT RATES, ETC., SHOULD BE ADDRESSED TO THE ADVERTISING MANAGER, "LOCAL GOVERNMENT SERVICE," 3 & 4 CLEMENTS INN, LONDON, W.C.2.

IDEAL GIFT BOOKS

Amongst the ideal Christmas gift books is "The Out-of-doors Book," published by Messrs. J. M. Dent & Sons, Ltd. (6s. net). It is an open air anthology selected and arranged by Arthur Stanley, who was recently responsible for the compilation of that charming "Bedside Book." The "Out-of-doors Book" discloses a catholic taste in verse and prose, although retaining the personal note so important in an anthology. The reader will be sure to meet some old friends and to find not a few surprises. The keynote is joyful. Indeed the merry heart appears here as an English characteristic. It is delightfully printed, neatly bound and of the slip-in-the-pocket size.

It needs a brave artist to attempt anew the interpretation of Jane Austen's novels in illustration, and a brave publisher to publish it. But here is a most delightful new effort and one that will meet with the approval of all Janeites. Messrs. Dent have had the courage and we congratulate them. Jane Austen's novels are more than books. They must be treated with reverence, handled with affection, and read and re-read as one of the few remaining joys of this life.

This series of Jane Austen will be known as the Vox Edition and will be published in seven volumes. The first two are "Sense and Sensibility" and "Pride and Prejudice" (5s. net each), and the others will follow at intervals of a few months. M. Vox is amongst the leading illustrators and book designers in France, and he has an individuality of technique, a niceness of imagination, and a delicacy of manner that is in perfect accord with Jane Austen's writing, her irony, and the social background before which her characters move. Besides contributing the illustrations in colour and black and white, M. Vox has assisted in the whole production of this edition. The result is a most happy example of illustrator, book designer and printer working together in *entente cordiale* and in pleasing harmony with the spirit and the times of the author.

(*Continued from col.* 2)

may, with the approval of the Treasury, by special order provide for including among the persons employed within the meaning of this Act any persons engaged in any of the excepted employments specified in Part II of the First Schedule to this Act, or any class or description of the persons so engaged, either unconditionally or subject to such conditions as may be specified in the order." In place of that section it is provided by Clause 2 (1) of the Bill that—

"Where it appears to the Minister that the terms and conditions of service of, and the nature of the work performed by, any class of persons employed in an excepted employment are so similar to the terms and conditions of service of, and the nature of the work performed by, a class of persons employed in an insurable employment that anomalies result in the operation of the Unemployment Insurance Acts, the Minister may, by regulations made with the consent of the Treasury, either unconditionally or subject to such conditions as may be specified in the regulations, either—

(*a*) provide for including the class of persons employed in insurable employment among the classes of persons employed in excepted employment; or

(*b*) provide for including the class of persons employed in excepted employment among the classes of persons employed in insurable employment."

It is not anticipated that this change in the law relating to excepted employment will make any difference to local government officers. It is understood that it is not proposed to make any alteration in the existing practice of the Minister of Labour as to the issue of certificates of exception from Unemployment Insurance in respect of officers of local authorities.

REVIEW OF CURRENT LITERATURE

MR. LLOYD GEORGE'S MEMOIRS

IN this second volume of his memoirs (published by Ivor Nicholson and Watson at 21s.), Mr. Lloyd George carries his story of the war from the time of the Serbian collapse to his assumption of the Premiership at the end of 1916.

He opens his account with a review of the position of the Balkans and the Somme, of the efforts which were urged to aid Roumania, of the collapse of that country, and of the devastating losses suffered by the Allies on the Somme, of which so little was said at the time. As a matter of fact, we lost 50 per cent. more men than the Germans did, but a distinguished academician more than made up for the failure by a great statistical triumph in one of the back rooms of Whitehall!

Ministry of Munitions

A further exposition of the work of the Ministry of Munitions follows, and one can pardon the author for the very real pride which he exhibits in dealing with this phase of war activities. It must be remembered that the Ministry was a child of carnage, that it was left to Mr. Lloyd George to nurture this child and that he performed his duty of foster-father so well that, by the time he relinquished this responsibility to become Secretary of State for War, his protégé had replaced organisation for muddle-headed inertia and had ensured that supply would exceed demand. True, what he was supplying were instruments of death, destruction and mutilation, but then hostilities had commenced and the only way to ensure that they would cease, with any degree of certainty of non-recurrence, was to conduct a decisive, if terrific, campaign against the enemy.

The military leaders resented this attitude of certain civilian minds. Soldiers were trained for war and, during battle, it was their job to conduct the fight. A war of attrition was their interpretation of the facts, and anyone who believed anything to the contrary and who attempted to convince them of his point of view was an interfering ignoramus. Then we see how this war of attrition was carried out on one front without civilian interference. Many readers will probably remember that magnificent passage in "All Quiet on the Western Front," in which were described the horrors suffered by the prisoners of war in a Russian detention camp where dysentery had broken out. Of all the war literature which I have read, the only passage which exceeds this in its disgusting and sickening exposition of the sufferings endured by our heroes is that in which Mr. Lloyd George describes the Mesopotamia campaign.

Our filthiest disease-infested slums are a paradise when compared with the conditions under which our wounded soldiers dragged out what was less than a revolting existence. This passage I commend to the serious study of those who served in that campaign, now that the thrill of the call to the colours has worn off and that they have an opportunity of studying the whole subject in cold print. The report of the Commission appointed to investigate what was, briefly, an unpardonable lack of forethought, is a damning indictment of unsupervised military action.

Events of 1916

Other subjects discussed are the Allied relations with America, the Irish Rebellion and the tentatives for peace during 1916. He has some pungent comment to make upon the disintegration of the Liberal Party under the strain of war, and he gives a convincing version of the circumstances in which he finally broke with Mr. Asquith.

But the main interest of this volume lies in its account of military obtuseness and political irresolution during 1916, in its revelation of Mr. Lloyd George's dissatisfaction with the conduct of the War, both at home and abroad, at that time, and in its evidence of the courage and energy with which he fought against the obscurantism of the professional soldiers. My interpretation of the break-up of the Asquith Coalition is that it was due to an abnormal irritation in some quarters of what was considered to be an unwarranted interference by Mr. Lloyd George in the work of other Ministries and Departments.

Under similar circumstances, perhaps, we should have felt that same irritation, but, then, should we have refused to co-operate with all other interests to achieve a rapid termination of the war? It was this lack of cohesion which was so annoying and which undoubtedly led to much bickering, to subterfuge and back-scene byplay and finally to disruption. The publication of the correspondence does indeed throw a very different light on events which were then so distorted and twisted as to be unrecognisable as a true statement of the facts.

The pen-portraits of some of the leading figures in the drama, both political and military, are extremely well-drawn and prove beyond a shadow of doubt what a big influence the interplay of personalities has on the development of events.

This volume is concluded with a retrospect of the years 1914-16 and a short outline of the problems confronting the Government which was formed under the leadership of Mr. Lloyd George. One looks forward with lively anticipation to the third volume, for a first-hand account from this vitriolic pen of the disentanglement and unravelling of the many knotty problems herein stated should make thrilling reading.

D. J. P.

A TRAVEL TALE

When as a novelist writing in the first person Mr. Harry Edmunds observes: "She reminded me of Epstein's Maternity or Genesis, or something equally hideous . . ." we see that candour and bravery will not fail in the story which follows. Formerly of the Naval Intelligence and Anti-Submarine Divisions, our author has sailed successfully into story-telling by way of *The North Sea Mystery* and *The Riddle of the Straits*. Between these appeared a *Red Desert*, and now comes the *Red Invader* (Ward, Lock, 7s. 6d.). Also, like Conrad, John Masefield and many more, Mr. Edmunds has sailed the seven seas, thus being able to turn his travel experiences to good account. A Prefatory Note says: "In this book I place before my readers the result of a considerable amount of experience in the subjects on which I write." *Red Invader*, as a result, becomes delightfully personal and intimate, from the familiar pronoun of page one to precisely the same in parting, for "after all, Life goes on." How, to the point, it goes on Red Invading makes one of Mr. Edmunds' very best stories, perhaps the best of all. His retired Naval Officer is persuaded into joining a former shipmate on a cruise. Their ten-ton sailing cutter starts modestly enough, but soon is drawn into following certain half disclosed evidence of a remarkable kind. An international plot is disclosed, with a succession of thrills, adventures, escapes, and haven at last. A right good story.

(*Continued on page 334, col. 3*)

N.A.L.G.O. RIFLE CLUBS' COMPETITIONS

FIRST PRESIDENT'S TROPHY "ROSE BOWL"

RESULT OF FIRST STAGE

			D.	R.	Total	H'cp	Final Score.
1	W. H. Bletcher	Manchester	195	94	289	93	295.87
2	G. F. Clyne	Bradford	196	98	294	97	295.50
3	A. Othen	Southampton	194	94	288	93	295.50
4	F. Harris	Leeds	195	97	292	96	295.20
5	T. Moody	Southampton	190	98	288	95	294.00
6	J. G. Irvine	Manchester	194	94	288	95	294.00
7	G. Still	Southampton	191	95	286	95	293.00
8	S. Armitage	Manchester	185	93	278	92	292.65
9	W. R. Braxton	Southampton	188	92	280	93.5	292.00
10	S. J. Stott	Leeds	185	94	279	95	289.50

THE ABOVE GO FORWARD TO SECOND STAGE

FAILED TO QUALIFY

F. T. Dunmore	Manchester	189	90	279	96	287.40
L. Farniss	Leeds	192	82	274	95	287.00
C. Davis	Southampton	178	83	251	93	285.37

THE "BINGHAM" TROPHY "ALL BLACK"

			1	2	Total
1	F. Harris	Leeds	100	100	200
2	S. J. Stott	Leeds	100	98	198
3	G. F. Clyne	Bradford	100	98	198
4	A. W. Hurley	Bournemouth	99	99	198
5	G. Still	Southampton	99	98	197
6	D. C. Morris	Bournemouth	97	100	197
7	T. Moody	Southampton	96	98	194

*Six scores below 194.

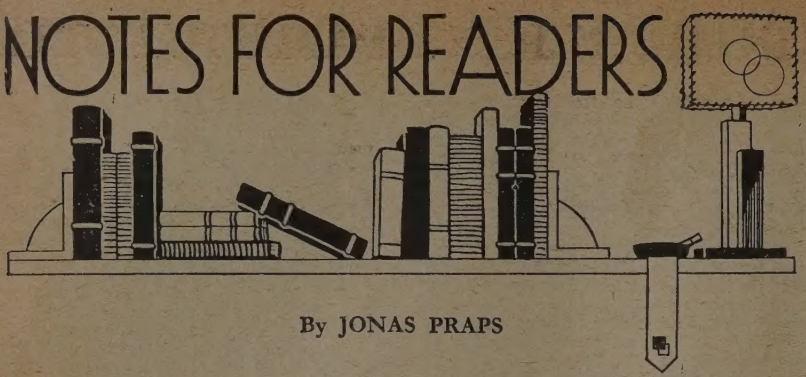
THE "MAPPIN" SHIELD

BOURNEMOUTH		LEEDS		MANCHESTER	
C. C. Coffin	99	F. Harris	98	W. H. Bletcher	93
A. W. Hurley	99	L. Furniss	98	J. G. Irvine	95
D. Taylor	98	A. Fawcett	98	J. C. Agnew	91
D. C. Morris	97	S. J. Stott	97	(3 only fired)	
	393		391		284

"HOMEWOOD CRAWFORD" SHIELD

Bournemouth	393	beat	Manchester	381
"	392	"	Southampton	390
"	396	tied with	Leeds	395
Leeds	390	beat	Southampton	389
" (and match)	394	"	Bournemouth (and match)	390
Southampton	384	"	Manchester	372

NOTES FOR READERS



By JONAS PRAPS

BEVERLEY NICHOLS denies as well as dislikes the suggestion that his "A Thatched Roof" (Cape, 7s. 6d.) is a sequel to "Down the Garden Path." Nevertheless it is all about the same neighbours who interfered with his garden arrangements or were thorns in his bachelor side; at least it tells of the house attached to the garden down which the path stretched. Mrs. M. is still interfering and domineering as a practised widow should be in her dealings with a mere bachelor playing at housekeeping. Nichols is still somewhat cynical and severe on what he dislikes, but there is the same delightful delineations of the characters and foibles of his visiting neighbours, the villagers, and his servants.

"A Modern Sinbad" (Harrap, 8s. 6d.), published anonymously, is a book you will not easily put down once you have started it. It is the autobiography of an optimist who has roughed it in many parts of the world. The writing is graphic and the narrative gripping. He was brought up in a harsh manner in a religious home, his best friends the sinners. One particular uncle who "navigated a dust-cart," and drank beer to an extent which disgraced the family, was his best friend. The writer hopes "he's resting in a place where they don't need dustcarts." He realises his ambition and goes to sea, leading, with one or two spells of settling down on land, a roving and adventurous life. When after a hurricane at sea a dear old lady asked him: "Did you pray?" he replied: "I was too busy to pray—I pumped." Altogether an entertaining book giving unvarnished accounts of the realities of his struggle for existence.

"Time and the Singletons," a family history for three generations ending at the present-day, is by Ruth Holland (Gollancz, 7s. 6d.). Primarily it relates the fortunes of the squire and his two daughters, Mally and Esther. Two disturbing influences, their father's second marriage, followed by the war, which is only incidentally introduced, result in Mally leaving home under the first and losing her fiancé in the second. The family and homestead have many vicissitudes and the story ends with Mally's death in the old home. The writing is excellent; a perfect atmosphere of the hall and its inhabitants is created.

The battle-cry of "Guesclin" will ring in your ears long after you have read "Black Mastiff," by M. Coryn (Barker, 9s.). It is the life-story of Bertrand du Guesclin, the Breton hero, and his part in the Hundred Years War. You live again the life of the fourteenth century, jousting, sieges, endless warfare both civil and against the English invader, and, of course court intrigue. The book gives a vivid picture of the life of the times and of the character of Bertrand. He stands out even in that age of chivalry as the most chivalrous of men. Keen to fight his enemies, he refuses his men the right to murder and rob the poorer people. Accused of treachery by the French King, he returns the King's sword—the implement of authority—only to resume it and secure for a final triumph at his death the most bloodless victory of his career. Though told as a story, the book ranks high as history and biography.

"The Letters of Lord Byron," selected by R. G. Howarth (Dent, 7s. 6d.), are full of interest. The selection is good, the notes not too distracting, and it demonstrates Byron's genius for letter-writing. The specimens have been carefully chosen to illustrate the most important phases of his eventful life, and they truly proclaim the man. There has hitherto been no satisfactory general selection from his correspondence available.

Stephen Graham's "Boris Godunof" (Benn, 18s.) is a biography of note. Nurtured (politically) in the court of Ivan the Terrible, there is little wonder that craft and cruelty predominated and that nothing was allowed to stand in the way of his assuming the crown. The book is a well-written and interesting picture of Russia's history in the second half of the sixteenth century.

One of the most interesting of travel books is "First Russia then Tibet," by Robert Byron (Macmillan, 15s.). The narrative is written in an easy style but the material is more seriously important than the average globe-trotter's impressions. The two journeys are distinct and both are recent.

(*Continued from column 3*)

nade, by "a wave of the hand," this instrument being the first one made in England. Massed bands are next in the list, J. H. Iles conducting "And the Glory of the Lord" with "Sweet and Low," and "Gleneagle March," and "Belle Vue Chorale," another fine instrumental rendering being G. T. Ball's "Toccata and Fugue in D Minor" on the new B.B.C. organ specially constructed for the microphone. To these may be added as many more each of delightful attractability.

ARE RATES OPPRESSIVE?

(*Continued from page 321*)

heavy. In the cities it involves two, three or more days a week of exacting work for which there is no material reward.

The task would be impossible but for the labours of the officials. Much has been said and written in praise of the Civil Service; seldom do we hear equal recognition made of the work of the Local Government Service. Yet their duties are scarcely less onerous. It is time that we paid them our tribute.

WEMBLEY MUNICIPAL DRAMATIC SOCIETY

The Wembley Municipal Dramatic Society now in its third season, is producing for its fifth show "The Unfair Sex," a Farcical Comedy by Eric Hudson, at the Brotherhood Hall, High Road, Wembley, on Friday and Saturday, December 8 and 9, commencing each evening at 8 o'clock. The Branch is hoping to hand over to the B. and O. Fund a good sum as a result of these performances, and would greatly appreciate support from members of the Metropolitan branches of the Association. Tickets, price 2s. 6d. reserved, and 1s. 3d. unreserved, will be sent on receipt of a post-card addressed to the Secretary, Wembley Municipal Dramatic Society, Finance Dept., Council Offices, Wembley, or Telephone—Wembley 0162—Extension 10.

H.M.V. RECORDS

The November releases of "His Master's Voice" records are of first-rate interest and assured of widest popularity. They begin with John McCormack's "Love's Roses" and "My Moonlight Madonna," the record being made on the eve of his daughter's marriage, in September of this year. Mischa Motte, who sings from ear, not reading music, is represented in his best cabaret item: "A Suburban Party"; it is his "début" as an H.M.V. recording. Jack Buchanan and Elsie Randolph present "Fancy our Meeting" and "Now that I've Found You," as well as "So Green" and "Oh! La! là!" Frank Crumit's contributions to the release are: "Antonio Pasquale Ramonio" and "Wrap Me Up in My Tarpaulin Jacket."

Martin Taubman provides "Serenade" and "Le Cygne," the latter played on the electro-

(*Continued in column 2*)

PUBLISHED by PITMAN

RENT AND MORTGAGE INTEREST RESTRICTIONS ACTS, 1920-1933
By T. J. SOPHIAN, Barrister-at-Law. 252 pages. 10/6 net.

CHILDREN AND YOUNG PERSONS ACT, 1933
Being the Text of the Statute, together with Explanatory Notes.
By ALFRED E. IKIN, B.Sc., LL.D. 310 pages. 10/6 net.

HANDBOOK OF LOCAL GOVERNMENT LAW (OUTSIDE LONDON)
For the use of Ratepayers, Councillors, and Officials.
By C. J. F. ATKINSON, M.B.E., LL.B. 298 pages. *4th Edition.* 7/6 net.

MUNICIPAL AND LOCAL GOVERNMENT LAW (ENGLAND)
By HERBERT E. SMITH, LL.B. (Lond.). 296 pages. *3rd Edition.* 10/6 net.

COSTING SCHEMES FOR LOCAL AUTHORITIES
By J. H. BURTON, Incorporated Accountant. 148 pages. *2nd Edition.* 5/- net.

MUNICIPAL ACCOUNTING SYSTEMS
By STANLEY WHITEHEAD, A.S.A.A. 168 pages. *2nd Edition.* 5/- net.

Order from a bookseller or direct from the publishers,

Parker Street, Kingsway, London, W.C.2

THE INSTITUTE OF PUBLIC ADMINISTRATION

By a Correspondent

THE Institute of Public Administration aims at providing the means by which the stores of knowledge, thought, and experience which are to be found among the members of the various public services, national or local, in Great Britain and other countries, may be made available to all who are interested in these matters. It wants to see problems of administration thought out at leisure rather than decided in haste and at the last moment. There are many members of the public services who welcome opportunities to discuss administrative problems in a scientific spirit and to contribute their own knowledge and experience to the common stock, and the Institute believes that there is even a larger number of members of those services who feel an interest in the higher ranges of the particular work of which they perform some part, but are without the opportunity of making that interest effective or putting their own ideas to the test of discussion and criticism. To all such the Institute of Public Administration offers a unique opportunity.

Contrast with U.S.A.

In the United States there are many Institutes of Public Administration with large incomes supplied by public-spirited citizens. In this country there is one, entirely supported by public servants themselves. Paradoxical as it may seem, this contrast may be looked upon rather as a recognition of the efficiency of English administration than as a reflection upon it, for it seems to suggest that the British public is so satisfied with the quality of the administration it enjoys that it sees no necessity for seeking anything better. It may be claimed, without undue complacency and solely upon the testimony of foreign observers, that England has led the way in public administration; but now that administration has developed from an art to a science and has taken on an aspect of infinite complexity we can no longer afford to stand where we did lest we be left behind in the race, as we have seen happen in other spheres of activity, by the eager new, or newly awakened, nations. We must strive to maintain our reputation in this important branch of human endeavour at least. Hence the appeal to all public servants who care for the efficiency of the service, who are interested in their job and seek advancement in it.

The work of the Institute finds various modes of expression. Lectures on problems of public administration by the men actually therein engaged; conferences, in which civil servants meet the officers of local authorities on a common platform to discuss their common problems with an absence of restraint impossible elsewhere, form the background. Even more important, perhaps, is its research work and its quarterly journal, *Public Administration*, which has won for itself wide recognition as a standard publication on the subject, not only in this country, but abroad, and especially in America. Indeed, so highly is the work of the Institute regarded in the United States, that the Spelman Fund of New York has recently made it a substantial grant for the purpose of carrying out certain research work beyond the reach of its financial resources.

The Haldane Prize

What will probably interest the young public official more closely is the opportunity of competing for the Haldane Prize. This is a silver medal, accompanied by a sum of £10, for the best essay on a subject of administrative interest, the choice of subject being left to the candidate. The winners of the competition in the past have included a clerk in a city treasurer's department, a Customs and Excise officer, an accountant in a tramways department, clerical officers in the Ministry of Labour and G.P.O.; a list which suggests a wide range of interest. Indeed, there is hardly an intelligent man or woman in the public service who has not something of value to communicate arising out of their job which may be just the kind of thing which the judges consider to be the "useful contribution" for which they are searching.

Any members of N.A.L.G.O. who are interested may obtain all the particulars from the Secretary of the I.P.A. at Palace Chambers, Bridge Street, London, S.W.1.

RESEARCH GROUP ACTIVITIES

The Cambridge Research Group hold their annual meeting on December 12 at the Shire Hall. On January 8, at the same venue, a lecture, "Agriculture and Local Authorities," is to be given by Mr. J. A. McMillan, B.Sc., County Organiser of Agricultural Education; while on January 16, Mr. W. A. Fenton, M.A., Chief Borough Librarian of Cambridge, will lecture on "Some Points in Public Library Administration." On February 28, Mr. A. G. Embury, Borough Treasurer of Cambridge, and Mr. A. H. Wooll, County Accountant of Cambridgeshire, are to speak on "Local Government Finance." Mr. C. H. Kemp, Town Clerk of Cambridge, will discuss "What is a Borough Council?" on March 14.

Mr. F. Dyer, of the Bradford Branch, is to be congratulated on portraying in this drawing so many impressions of a holiday spent at the Association's Holiday Camp at Cayton Bay. Has he forgotten to include any? A gift will be awarded to the member who, in the opinion of the General Secretary, sends the longest list to the Special Activities Department, 24 Abingdon Street, Westminster, S.W.1. Closing date for entries, 31st December.

NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

HEADQUARTERS:
24 ABINGDON STREET,
WESTMINSTER, S.W.1.

ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "Insurance," "Finance," "Organisation," "Education," or "Special Activities."
Telephone: Victoria 8592 (6 lines).
Telegrams: Natassoc, Parl, London.

SUMMARY SHEETS: AN APPEAL

Branch officers who have yet to complete and forward to Headquarters their audited Summary Sheets for the year which ended on October 31 last are particularly asked to do so at once. It is hoped that returns will show a big increase in membership and subscriptions in respect of the past year, but this will not be apparent in the absence of Summary Sheets containing the essential information.

Between the end of the branch year and that of the National Association (December 31) much work has to be done in the checking and recording of information which the Summary Sheets contain and their early submission is of great assistance.

Will branch secretaries and treasurers kindly respond cheerfully and promptly to this appeal.

A FINAL REMINDER

The Association goes to press with the 1934 issue of the Holiday Guide in January, and members are requested to send to Headquarters, as early as possible, details of hotels, boarding houses, and apartments which from experience they can recommend for future inclusion and any already published which should be deleted from the next issue.

POOR LAW TRANSFERRED OFFICERS' COMMITTEE

The following corrections should be made in the report of the Poor Law Transferred Officers' Committee which appears on page 293 of the issue of LOCAL GOVERNMENT SERVICE for November: In lines 10 to 12 of the report the words "having been so engaged within five years previous to the election" should be deleted, and there should be substituted therefor "any person, having been such a paid officer, has been dismissed from his office within five years before the day of election under the provisions of any enactment relating to the relief of the poor." The reference to the Poor Law Amendment Act, 1882, should be to the Poor Law Amendment Act, 1842.

COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the Cost of Living Index for the past six months: June, 36; July, 38; August, 39; September, 41; October, 41; November, 43. The percentage increases in each of the five groups on which the Index Figure is based are as follow:

	SEPT	OCT	NOV
Food	22	23	26
Rent	56	56	56
Clothing	85	85	85
Fuel and Light ..	70	70	70
Other Items ..	75	75	75

IMPORTANT DATE

DECEMBER 25.—Renewal premiums due on N A L G O Household Insurance Comprehensive Bonus Policies.

HEADQUARTERS AND BRANCHES

The following circulars have been remitted to branch honorary secretaries from headquarters:—

OCTOBER 19

Circular No. 76/*Prov.*/1933.
Sent to the secretary of each branch without any members in the Provident Society concerning the membership campaign.

Circular No. 77/*Prov.*/1933.
(To local correspondents of the Provident Society.)
Regarding (*a*) increasing amount of sickness insurance and (*b*) a campaign for increased membership.

Circular No. 78/*Prov.*/1933.
(To local correspondents of the Provident Society.)
Regarding the next Annual General Meeting of the Provident Society.

* * *

OCTOBER 25

Circular No. 79/*Legal*/1933.
Detailing a case relating to the payment of transfer value under the Local Government and Other Officers' Superannuation Act, 1922.

Circular No. 80/*B.O.*/1933.
An appeal by the chairman of the Committee of Management of the B. and O. Fund for increased membership.

* * *

OCTOBER 27

Circular No. 81/*H.Y.S.*/1933.
(*a*) Regarding the disposal of surplus copies of "Help Yourself Annuals."
(*b*) Giving particulars relating to the free Christmas gifts in connection with sale of annuals.
(*c*) Requesting periodic remittances and counterfoils in respect of annuals sold.

Circular No. 82/*Gen.*/1933.
(*a*) Regarding unsatisfactory terms of advertisements appearing in the press and published by local authorities, relating to vacancies in the service.
(*b*) Enclosing a copy of the memorandum "The Whitley Council System in the Local Government Service" and stating that further copies are available.

Circular No. 83/*B.O.*/1933.
A letter from the honorary secretary of the B. & O. Fund Committee of the Scarborough branch giving particulars of the conference town's special effort for the B. & O. Fund.

Circular No. 84/*Gen.*/1933.
(*a*) Regarding addresses to be given by members of the Association at meetings of local rotary and business clubs.
(*b*) Containing information relating to lectures to be given on local government matters.

Circular No. 85/*Gen.*/1933.
Regarding the checking of Association membership in connection with activities.

Circular No. 86/*Ed.*/1933. (And Education correspondents.)
(*a*) Giving date of next N.A.L.G.O. Examinations and last day for receipt of entry forms.
(*b*) Enclosing particulars of the Slater Tutor-Scholarship for 1934.
(*c*) Giving particulars of the altered course for the I.M.T.A. Examinations.

Circular No. 87/*B.S.*/1933. (And Building Society correspondents.)
(*a*) Stating that the Building Society is again in a position to consider every type of application for advances.
(*b*) Regarding the question of branches investing surplus funds in the Building Society.

* * *

NOVEMBER 8

Circular No. 88/*Prov.*/1933.
A circular regarding non-membership of the parent association for issue by branch secretaries to members of the Provident Society who joined prior to May 30, 1925.

Circular No. 89/*Prov.*/1933.
A letter regarding non-membership of the parent association for issue by branch secretaries to members of the Provident Society who joined on or after May 30, 1925.

Circular No. 90/*Prov.*/1933.
Regarding Circulars 88 and 89 which were enclosed.

* * *

NOVEMBER 14

Circular No. 91/*Gen.*/1933.
Regarding degree of interest taken in the official journal and enclosing postcard for acquainting Headquarters of the attitude of the members.

Circular No. 92/*B.S.*/1933. (And Building Society correspondents.)
(*a*) Giving further information relating to loans on mortgage.
(*b*) Regarding loans to persons having houses built to their own designs.

Circular No 93/1933.
Regarding the 1934 N.A.L.G.O. Diary.

Circular No. 94/*Ed.*/1933. (And Education correspondents.)
Regarding the course for the subject "Municipal Organisation" in the N.A.L.G.O. final examination.

Circular No. 95/*Ed.*/1933. (And Education correspondents.)
(*a*) Giving dates of next N.A.L.G.O. examinations and last days for applications for entry.
(*b*) Reminding branches that a meeting of Education correspondents will be held during the Annual Conference, 1934.
(*c*) Enclosing summary of information received on the panel of lectures question, and requesting notification of any additions to be made.
(*d*) Requesting note of arrangements made by branches as regards lectures, evening classes, etc.

Circular No. 96/*Ed.*/1933. (And Education correspondents.)
(*a*) Enclosing summary of statistics and successes obtained by N.C.I. students during 1933.
(*b*) Giving information relating to the special course for the I.M.T.A. examinations.

N.A.L.G.O. DIARY

The 1934 Diary of the Association can now be obtained from the Branch Secretaries or direct from Headquarters. It is brighter, better and cheaper than previous issues. Only by very careful planning and purchasing has it been possible to produce an exceptionally good quality Diary to sell at 1s. Members are sure to like it and as a big demand is expected members should obtain their copies as early as possible

RE-UNION
CROYDE BAY CAMP
CAYTON BAY CAMP
CANARY ISLANDS CRUISE
LONDON .. 27th January, 1934
MANCHESTER 16th February, 1934
Tickets 2/6
Obtainable from Headquarters:
24 Abingdon Street, London, S.W.1

Local Government Service

Editorial and Advertisement Offices, 3 and 4 Clement's Inn, Strand, London, W.C.2.

Telephone: Holborn 2288-2289.

Contributions on topical Local Government problems are invited and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration.

Authoritative local news on matters having more than a purely local interest is welcomed.

Legal and other inquiries relating to Local Government will be answered promptly.

All communications should be addressed to THE EDITOR.

NOTES OF THE MONTH

"I THINK most people will agree that it is high time we returned in this country to a decent level of morality in business." With these words, the Editor of one of our most popular Sunday papers recently commenced one article in a series, exposing the system of "graft" which it is asserted is being practised on a colossal scale. This particular article was brought to our notice because it contained a letter from the head of a business in an industrial town embodying the following reference to the LOCAL GOVERNMENT SERVICE :—

"Take Municipal graft alone. It is well known that this has assumed gigantic proportions. Contracts are placed or not according to the amount of 'commission' that is offered. The acceptance of tenders by the various committees depends in most instances on the recommendation of the permanent official of the departments concerned. Town and city councillors lack either knowledge or courage in deciding these things impartially. On the other hand, instances exist where councillors themselves accept 'gifts' from suppliers for recommending certain goods. In the case of the transport undertakings of some municipalities, the purchase of certain makes of rolling stock provides a substantial income for those council members whose 'technical knowledge' is called upon in the deciding of contracts. The building and allied trades pay heavy toll to borough and city surveyors. As a consequence, schemes of development cost the community far more than they should. Even the average householder finds himself entangled in the web if he should seek, say, merely to add a private garage to his existing domestic offices. He usually finds himself up against a set of idiotic by-laws designed by and for the benefit of local officialdom—by-laws, which can either be rigidly enforced or overlooked for a 'consideration.'"

It was natural that the National Executive Council should take notice of such a sweeping condemnation of a very important section of its members and the result of that consideration was the passing of the following resolution :—

"That the Association take all legal steps possible in those cases where definite evidence is forthcoming of attempted bribery or corruption of local government officers."

It would be nonsense to state that there never have been instances where local government officers have fallen to the temptation of accepting bribes, but on the other hand, the general standard of conduct throughout the service is above reproach and the generalities embodied in the above-mentioned charge are unwarranted and unjust. In the business world it is very difficult to distinguish between what is right and what is wrong, a point only decided by the misfortune of being found out. As a matter of fact, "business is business" is a phrase designedly used to cover up actions which, in the public service, would be clearly and unmistakably wrong. However, what is done in the business world is not our concern, excepting when business methods which are not good for local government begin to penetrate the armour of the local government officer.

Prestige of the Service

The National Executive Council felt and, we believe, rightly, that the first move usually comes from the other side and that very often innocent-looking offers of hospitality lead to other offers and trouble. It was this danger which prompted the National Executive Council to pass the resolution which we have already quoted.

We are fighting for the prestige of the local government service. It has been a target for misrepresentation much too long. We have got to hit back and hit harder than we receive. There is a proper place for the business man and a proper place for the public officer, and both have a distinct and separate national value.

There is an American saying, "If you don't vote you've no right to holler," and every local government officer understands that unless he helps N.A.L.G.O. to refute these charges then he has no right to squeal.

Here is the first practical suggestion to maintain the honour of the service. It will only be necessary to pursue one or two cases to completion to make a profound impression upon all who have business dealings with local authorities.

The local government officer who has proof and is not afraid to produce it to his Association can render invaluable service to local government by doing so. N.A.L.G.O. is not afraid to take a strong stand on this question. It says quite definitely to every member who is not playing the game that he is not only letting his colleagues down, but quite unworthy of the service. When the Local Government Bill was under consideration the Association was not satisfied with the way in which this very important question was being dealt with and it was agreed with the Ministry that an amendment to Clause 122 should be put down on the following lines :—

(1) If it comes to the knowledge of an officer employed, whether under this Act or any other enactment, by a local authority, that a contract in which he has any pecuniary interest, whether direct or indirect (not being a contract to which he is himself a party) has been, or is proposed to be entered into by the authority or any Committee thereof, he shall, as soon as practicable, give notice in writing to the authority of the fact that he is interested therein.

For the purposes of this section an officer shall be treated as having indirectly a pecuniary interest in a contract or proposed contract if he would have been so treated by virtue of subsection (2) or subsection (3) of section seventy-six of this Act had he been a member of the authority.

(2) An officer of a local authority shall not, under colour of his office or employment, exact or accept any fee or reward whatsoever other than his proper remuneration.

(3) If any person fails to comply with the provisions of subsection (1) or contravenes any of the provisions of subsection (2), of this section, he shall for each offence be liable on summary conviction to a fine not exceeding fifty pounds.

(4) References in this section to a local authority shall include a reference to a joint committee appointed under Part III of this Act."

When the matter came up in committee on November 14, the Deputy Speaker ruled that the foregoing amendment should be dealt with as a separate Clause. The proposed additions were subsequently agreed to and inserted as a new Clause.

The amendments made in the Commons were subsequently approved in the House of Lords and the Bill received Royal Assent on Friday, November 17.

Christmas

We tender to all our members heartiest Christmas Greetings and Best Wishes for a happy and prosperous New Year.

WHITLEY COUNCILS

By the ORGANISING SECRETARY

DISTRICT Committees and many of the Branches have been giving special consideration, at the request of the National Executive Council, to the subject of Whitleyism for the staffs of local authorities and the appeal for co-operation by District Committees and Branches in the campaign which has been opened. It is desirable to look ahead and to contemplate the steps necessary to be taken after the expected assurances of the solid backing of the Association members have been obtained. The Branches in particular must be relied upon to approach influential members of the local authorities within their area and acquaint them with the case in favour of the application, through Provincial Councils, of Whitley principles for the staffs of local authorities. This has often been dealt with in these columns and is concisely set out in the printed memorandum on Whitley Councils that has been circulated to Branches and of which copies may be obtained on application to Headquarters.

Four Councils

With the setting up of a Special Committee of the North Wales Provincial Whitley Council to deal with officers, there are now four Provincial Councils, the other three being those for London, Lancashire and Cheshire and the West Riding of Yorkshire, which together cover one-seventh of the total area and one-third of the total population of England and Wales.

The immediate objective is to establish additional Provincial Councils for the areas not covered. These areas, as recommended by the National Whitley Council in 1920, are detailed in the printed memorandum of the Association, page 11, but it is recognised that for practical working some alteration in those areas may be necessary. The District Committees could materially assist the National Executive Council in this matter.

Before Provincial Councils are set up it will be necessary to convene conferences representative of the employing authorities and the staffs in the different areas, and if these are to meet with success it is imperative that the Branches by their propaganda shall have cultivated such a favourable outlook as will ensure that their councils will send representatives to those conferences who shall be favourably disposed towards the project of a Provincial Council for their area.

The First Essential

Judging by questions that have been asked at meetings on Whitleyism and in correspondence, it is desirable to emphasise that at the moment Branches are not asked to seek the establishment of Local Joint Committees composed of representatives of their Councils and the staff. Such committees exist in some districts and may ultimately be desirable in others, but it is a first essential to formulate the provincial machinery through which it is hoped that agreed recommendations on conditions of service and probably salaries will be made. When that is done it will be for the local branches to decide whether they will approach their own local authorities asking for the recommendations to be adopted, and if so, to decide the method by which this shall be done, i.e., by direct application to the Council or by a request for the setting up of a Local Joint Committee to consider the recommendations of the Provincial Council and any other local questions of mutual interest to the Council and the staff which may arise from time to time.

The problem of a National Whitley Council or Councils is not so urgent. Experience has shown that questions of salary scales and conditions of service can best be dealt with by Provincial Councils and any national body is not likely to be constituted on the employers' side entirely of representatives appointed by the national associations of local authorities as was the original National Whitley Council which functioned during 1920. The national machinery which it is hoped to establish in the future must be built up mainly on the federal plan by persons elected from the Provincial Whitley Councils. The sooner, therefore, that the number of Provincial Whitley Councils can be increased the sooner will the formation of recognised National Whitley machinery be possible which would act as a clearing house of information on what the Provincial Whitley Councils were doing and co-ordinate their activities. It would be as absurd to attempt to visualise Provincial Councils without a central body or bodies as to contemplate our own organisation with District Committees and no National Executive Council.

The responsibilities, therefore, which rest on the Branches to cultivate a desire for Provincial Councils amongst the members of their own authorities is a heavy one, and it is confidently hoped that these responsibilities will be undertaken forthwith in readiness for the time when conferences are called with a view to setting up further Provincial Councils. The District Committees are the appropriate bodies to encourage and co-ordinate this local propaganda and to co-operate in the efforts which the National Executive Council is making.

THE AUDITOR AND THE PLUS FOURS

A Rook Among the Magpies is the title of a book of delightful reminiscences by J. Archibald Allen, published by Simpkin Marshall, Ltd., at 7s. 6d. The author mentions a case of a very officious councillor who severely took to task a member of the district council's staff for appearing attired in plus fours. This suggested the following :—

Our friend, William Jones, was a nice sort of man,
He laboured as hard as he could, or he can,
He was punctual and tidy, and steady to boot,
But he *would* wear a beautiful plus four suit.

* * *

The clerk, the surveyor, the treasurer, too,
And inspector, all made him a great how-de-do,
And argued and bullied and made a great din
With the auditor seated both there and within.

* * *

They said, " Though, young man, you won't listen to us,
We don't want to make a great h—— of a fuss,
So without more ado we'll refer your great sin
To the auditor seated, both now and within."

* * *

The auditor, he had the brightest blue eyes,
And looked (though he wasn't) exceedingly wise;
But everyone saw, when the court duly rose,
He was wearing a suiting of new plus four clothes.

* * *

When William saw this he just capered for joy,
Then he turned to a friend, saying " Look here, my boy,
He can't very well put me on the shelf
When he's wearing the same kind of clothing himself."

* * *

That evening, at dark, in a long winding sheet,
They covered him all but his hands and his feet,
They carried him homeward, but not on his toes,
For the auditor " disallowed " *all* of his clothes.

DEVELOPMENT DEPARTMENT IN LOCAL ADMINISTRATION

(*Continued from page 324*)

sources, and four depend partly on subscriptions from other interests.

The threefold function which now characterises the work of development departments has already been noticed, and there is no need to lay further stress on their present value, when efficiently conducted, to the municipality and to the community as a whole.

An attempt has been made, however, to show how, as work on the earlier tasks proceeded, fresh vistas of wider usefulness have successively opened out. The prospect continues to expand, and it is suggested that local authorities might be well advised to consider, while these organisations are still new and plastic, some of the further uses to which they might be adapted. Certain pointers in this direction have already appeared.

On its more strictly " industrial " side the contacts of the department are perhaps more largely concerned with the Chamber of Commerce and industrial organisations than with other municipal departments. The lines of its further progress in this direction, therefore, need not be discussed in this article. Attention may be drawn, however, to the value of close co-operation with the Estates and other land-holding Departments in the matter of vacant sites, and with the water, electricity and other corporation undertakings which are seeking to extend their services. The link with regional or town-planning activities is too obvious to require more elaborate reference.

Literary Compilations

Prominent among the duties of a development department is the compilation of handbooks, brochures and articles. There must, therefore, necessarily be at least one official on the staff capable of some degree of literary expression. This fact suggests that the local authority and its various departments, which are already fully occupied with their immediate functions, may know in which direction to look when they contemplate the issue of literature descriptive of their activities. In certain centres the development department does in fact perform this service.

Again, many recent writers on local government topics have emphasised the need for a recognised channel for the transmission of information between one local authority and another, especially in the case of inquiries affecting more than one municipal department. An effective development department is now a general " exchange " for information regarding all the Corporation's activities, and does in fact already receive and deal with frequent requests of this character, either direct or by reference to the various departments concerned. Similarly, the development office is in close touch with Government Departments, such as Ministries of Health and Labour, the Board of Trade, and the Department of Overseas Trade, the Trade Commissioners and the Consular Service, and has correspondence from time to time with foreign Embassies and with overseas municipalities, both within and without the British Commonwealth, in addition to Universities, societies and voluntary organisations of the most varied descriptions both at home and abroad.

May not those existing contacts provide a foundation on which might be built a much-needed regular and recognised system for the interchange of information between local authority and local authority, between the local authority and the central administration, and between the local authority and external organisations of all kinds at home and overseas? The development departments offer a ready-made framework for such a system. To set it in operation should be a comparatively easy matter.

WHAT OUR READERS SAY

RECRUITING AND TRAINING

To the Editor,
LOCAL GOVERNMENT SERVICE.

After all that has been said about recruitment and training for the Local Government Service, it is somewhat amusing—or is it tragic?—when reading an advertisement for a male clerk in a Local Government publication to find a clause inserted to the effect that "preference will be given to residents in the Borough."

Is there some magic qualification about being a resident in a particular Borough that fits the holder for entry into the service approximately half-way up? Why should a person who hitherto has probably had no interest at all in Local Government suddenly be given preferential treatment over the bulk of officers who are waiting, and have been waiting for some time, for an opportunity of making a change? Is not the service sufficiently crowded already with male clerks all waiting—and most of them working—for an opportunity of obtaining a higher salary, without preference being given to residents in a particular Borough?

Yours, etc.
"STILL WAITING."

WHITLEY COUNCILS

To the Editor,
LOCAL GOVERNMENT SERVICE.

SIR,—In your October issue there appeared a letter from Mr. J. K. Grant on this matter, in which the writer directed attention to "certain pitfalls to be avoided" in the drawing up of a grading scheme. The danger before us is that "clerks with no administrative experience or responsibilities" may be promoted to the administrative, technical and professional grade "for no other object than procuring an increase of salary."

If this statement were literally true it would undoubtedly signify an abuse of grading schemes. I think, however, that before we reach this conclusion we should be given details of the cases mentioned. How fully informed is Mr. Grant on the circumstances of each case? Did the cases arise in his own department or in some other department, and if the latter, does he consider himself to be in a position to judge the value of a man's job better than the head of the department concerned?

If, however, the danger is real, I still do not think it is a great one. Any steps which might be taken to combat it would certainly not help any of the staff of an authority, whether professional or otherwise. On the other hand, the propagation of this view might result in a general lowering of the standard of remuneration of certain grades of work, a consequence which would penalise many officers quite unfairly, including possibly some holding professional qualifications. We do not expect an officer to take a purposeless action of this sort. There are difficulties enough in other directions.

The real danger, in fact, is the exact opposite of that envisaged by Mr. Grant. An authority, having adopted a local grading scheme, may successfully evade it by allotting to individual posts grades lower than those which ought fairly to be applied to them, a process detrimental to all classes of officers. To this aspect of the matter also I would draw attention.

Yours faithfully,
C. V. BAKER, A.I.M.T.A.

To the Editor,
LOCAL GOVERNMENT SERVICE.

SIR,—Surely, unless he is a very new member of Nalgo, your correspondent, "Suburb," knows that Whitleyism has been canvassed among members of Nalgo now for many years, and, that being so, the votes of their representatives on the Metropolitan District Committee can safely be regarded as the voice of the members. I am inclined to think that no other question has been submitted to such searching consideration as Whitleyism, and the slightness of the opposition vote leaves no doubt as to the proper course to be pursued.

"Suburb" contends that to be a "medium" Whitleyism should be universal in its operation and compulsory. It certainly is desirable that it should be universal in its operation. That is our goal, but it has been highly successful already without either of these conditions. Some people consider compulsory Whitleyism a contradiction of terms.

The Local Government Service is a national service, but I doubt the wisdom of the national control of its conditions and salaries. The nature of our service demands something much more easily adjustable than national control could possibly be. The principles upon which the Burnham Scale for Teachers is based would be much more difficult, if at all possible of application because local control of the duties of the various offices leads to conditions which are not comparable.

If "Suburb" is unable to foresee any universal response to a call for Whitleyism, what hope is there of universal response to a call for "Nationalism"? Are not the ordinary principles of democratic control to be allowed to operate in this matter; if not, on what other principles can it be suitably controlled?

Yours, etc.,
DONALD MCDOUGALL.
Chairman,
West Ham Branch, N.A.L.G.O.

COST ACCOUNTANCY

To the Editor,
LOCAL GOVERNMENT SERVICE.

SIR,—I am much obliged to Mr. F. A. Bristowe for his letter in the last issue of LOCAL GOVERNMENT SERVICE, and for the opportunity afforded me to obtain and peruse the very interesting booklet which he mentioned. The system outlined and explained therein certainly shows that the author may be included in the minority capable of clearly stating the detail desired.

It would not be proper here to criticise the system expounded, but when attempting to adapt the same for use in a municipal electricity supply works it appears to me to suffer from a common fault inasmuch as it only provides a record of "history" and not "news." In any live system it is imperative to secure detailed costs for presentation at regular intervals to the engineers, not longer than weekly periods, in order to allow those in charge of any work opportunity for stopping waste or excessive expenditure immediately it occurs and to prevent a recurrence.

Yours, etc.,
"AEDILE, LONDON."

"FINANCE VERSUS TRADING DEPARTMENT"

To the Editor,
LOCAL GOVERNMENT SERVICE.

SIR,—Mr. Aedile raises the old controversy "Finance versus Trading Department." How many Electricity Departments really use their statistics (and, of course, this includes costs) to the best advantage? It is no good whining about the tyranny of the Borough Treasurer.

If the Borough Treasurer is dictatorial give him a run for his money. Make him supply *you* with all kinds of figures. Tell him you must have comparative statistics in order to run the department. Then inform him that you want comparative figures for the whole country. When he has supplied these, politely ask him for some international statistics.

He will then say, "You seem to know your job. I think you had better get on with it!"

Yours, etc.,
PLATO.

LORD BEAVERBROOK ON "HIGH SALARIES"

Lord Beaverbrook will address a public meeting to be held under the auspices of the Bank Officers' Guild at the Central Hall, Westminster, S.W.1, on Wednesday, December 13, at 8 p.m. The doors will open at 7 p.m., and there will be a musical recital from 7.15 to 8 p.m. The Bank Officers' Guild extends a very hearty welcome to members of N.A.L.G.O. to attend the meeting, and it is suggested that, in order to be sure of a seat, it would be advisable to arrive at the hall as soon as possible after 7 p.m.

NALGO APPROVED SOCIETY

FOR THE BEST BENEFITS AND THE MOST CONSIDERATE TREATMENT. SICKNESS, DISABLEMENT AND MATERNITY BENEFITS. DENTAL, OPTICAL, HOSPITAL AND CONVALESCENT HOME TREATMENT. SURGICAL APPLIANCES. WIDOWS', ORPHANS' AND OLD AGE PENSIONS.

Membership 20,000 **24 ABINGDON ST., WESTMINSTER, S.W.1** **Funds £200,000**

OFFICIAL AND PERSONAL

Mr. Mervyn D. J. Paton, Town Clerk of Kidwelly, Carmarthenshire, who is a member of the Association and a Vice-President of the Llanelly Branch, was on November 1, elected a member of the Llanelly Borough Council.

* * *

We regret to report the death of Dr. Grace Dundas, who had been the Maternity Medical Officer of Middlesbrough for the past thirteen years. Dr. Dundas was a member of the Middlesbrough Branch, and her death will be an immense loss to the maternity and child welfare work in the town. She was greatly loved by the mothers and children whom she attended, and was ready at all time to give assistance and advice on the many problems which came before her.

* * *

A tallboy chest-of-drawers was presented to Mr. R. Prince, Gas Engineer and Manager, Heywood Borough Council, on his leaving to take up the appointment of Gas Manager under the Loughborough Corporation.

* * *

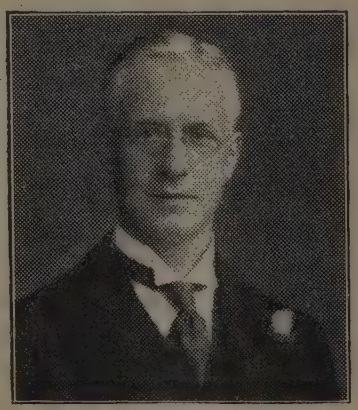
On November 4, Mr. W. K. Tonkin, Superintendent of Rat Destruction for the Middlesex County Council, and a member of N.A.L.G.O., introduced the subject of rat destruction for the second year in succession in the broadcast appeal in connection with "Rat Week."

* * *

Mr. R. E. Hunter, of the Accountant's Department, Crayford, and Hon. Treasurer of the Crayford Branch of the Association, has been appointed Accountant to the Thorne (Yorks) Rural District Council. One of the most popular members of the Crayford Branch, Mr. Hunter was presented with a handsome gift, and tributes to his success in professional examinations were paid by the Clerk to the Urban District Council, Mr. L. Burslem, and the Accountant, Mr. M. G. Goodman.

* * *

Mr. H. Adam Smith, Chief Clerk in the Borough Treasurer's Department of the Battersea Borough Council, retires on December 31, having completed forty-one years service with the Council. Mr. Smith has always been a strong supporter of N.A.L.G.O., and has been Chairman of the Battersea Branch. He is a firm advocate of Whitleyism. An ex-service man, Mr. Smith was an original member of the British Red Cross Emergency Committee for assisting ex-service men, he has also acted as Hon. Secretary of the Battersea Welfare Committee of the United Services Fund dealing with Education and Convalescent Homes awards, and is Hon. Secretary and Treasurer of the Local Committee of the Soldiers and Sailors Help Society. Mr. Smith has attended several conferences of the Association regularly for the past few years.



MR. JAMES NICOLSON

Mr. James Nicolson, whose photograph we reproduce, has been appointed Town Chamberlain of Paisley. Mr. Nicolson, who has been thirty-five years in the department, is a very capable and reliable official, and we congratulate him on his well-deserved promotion. He has been a member of the Paisley Branch since its inception.

* * *

We regret to record the death, which took place on October 21, of Mr. Richard Armour, Clerk to the Aspull U.D.C. Mr. Armour, who was 54 years of age, rendered valuable and ungrudging service to the communities of Haigh and Aspull, and was actively interested in the social, religious, and municipal life of the district. He was a member of the National Association of Local Government Officers' North Western District, Small Authorities Branch, and acted as local correspondent for the officers of the Aspull U.D.C.

* * *

We regret to record the death, which took place on November 13, of Mr. Edward Theodore Gardom, O.B.E., who had only a fortnight before retired from the post of Clerk to the County Council of Gloucestershire. So recently as October 19 Mr. Gardom was the recipient of a presentation from the Gloucestershire Branch of N.A.L.G.O., of which he had been President since its formation in 1918. Mr. Gardom's services with the County Council covered a period of 40 years.

WEEK-END CONFERENCE ON MUNICIPAL AFFAIRS

A week-end conference will be held at Lady Margaret Hall, Oxford on December 9 and 10 next, particulars of which can be obtained from the General Secretary of N.A.L.G.O. The following is the programme:

Saturday, December 9 at 4.15 p.m. Local and Central Government, including Regional Authorities. Prof. W. I. Jennings and Prof. J. R. Maude. Chairman: C. M. Lloyd. At 8 p.m. Transport, Housing and Town Planning, F. J. Osborn, Sir E. D. Simon. Chairman: L. Hill.

Sunday, December 10 at 10.15 a m. Enabling Bills and Municipal Enterprise, C. M. Lloyd, Councillor Asbury. Chairman: Councillor Ager. At 2.15 p.m. Finance, Dr. W. A. Robson, Harrison Barrow. Chairman: W. Stobie.

At a special meeting on November 7, the Tredegar Urban District Council adopted the Superannuation Act for officers and workmen, designating 21 officers and 103 workmen. The Scheme comes into operation on January 1.

REVIEW OF CURRENT LITERATURE

(*Continued from page 327*)

BRITISH BRIDGES. (Public Works, Roads, and Transport Congress, 84 Eccleston Square, Westminster, S.W.1.) 10s. 6d. net. 9½ in. by 7 in. 498+xxiv pp.

This work, which is published as a companion to, and a permanent record of, the exhibition of photographs of 443 British bridges held in connection with the Public Works, Roads, and Transport Congress, 1933, is an illustrated survey of ancient and modern structures in England, Wales, and Scotland. There is a foreword by the Hon. Oliver Stanley, M.P., Minister of Transport; an introduction by Mr. John Buchan, C.H., M.P.; and a paper on bridge development by Mr. C. H. Bressey, C.B., C.B.E., F.S.I., the Chief Engineer, Roads Department, Ministry of Transport. The book contains 312 illustrations. The three sections —one for England, one for Wales, and one for Scotland—are sub-divided into county districts, thus making reference a very simple matter and, in addition, there is a good index. The joint editors, who are the honorary secretary and assistant honorary secretary of the Congress, deserve hearty congratulation for having carried out so excellently the desire of the Organising Committee of the Congress, which was to "prepare a brief survey of the most notable structures, ancient and modern, now existing in Great Britain, having regard not only to their importance in the general scheme of road communications, but also to their æsthetic value, historic interest, and the different types of construction they represent."

D. J. P.

Mystery Novel

A mystery novel entitled "Behind that Mask" (Ward, Lock, 7s. 6d. net), is dedicated "To my friend Jack Woodford who wrote 2,700 short stories—and sold 'em!" Mr. H. S. Keeler has enough material, mysterious, of the Orient, to make many short stories in this, his "Mask," and no doubt it will sell well also. It might be called a palpitator whose shudders are not few. We discover host Elisha Buchanan was a kindly-looking gentleman of the mauve decade who fell in love with a burlesque queen and, in order to flee with her strangled his wife, poisoned his mother-in-law, cut the throats of his two daughters and shot dead three policemen who sought to capture him. He was hanged! Then we come to Dolly (Mrs. Herman) and Zin Zi the Mongol. They were to meet once again at some trysting-place. "Well," she demands, "where we gonna meet—and where we—well, you know—gonna be—together?"

Next, stolen from a New York museum, "The 13th Coin of Confucius" makes appearance and those who pass it round, people who impolitely have been called "Chinks," "Japs," "Dagos," etc., become implicated in one of the most ingeniously contrived mysteries that brain could conceive. To that is added the love story of David Rand, the tragedy of Jack Kenwood, the doings of Yamajuchi and Kusumoto and of one who hastened "Indianapolisward!" Mr. Keeler's cage of hyenas is complete; he himself is completely the master.

"Drink no Deeper"

Should Mr. Charman Edwards' latest work, *Drink No Deeper* be rewarded with success in any way comparable to Charles Warner's *Drink*, it would be success indeed, yet not more than is due. The story, like others from the same pen, has ocean adventure all about, and the dream-ship on which his readers sail with him quite bravely comes to port "where the sea is fair and the sunset gives it gold." There is an excellent complication to begin with when the last of the Leroux and the Standish element in Leroux, Standish *et Cie* take sides in the great conflict, youth against age. The

(*Continued at foot of column 2*)

(*Continued from column 3*)

Standish Abram and the Standish Mark are given to ejaculatory terms, "Please, God," which indicate that they at least mean well. Young Jack Leroux is by agreement to come into the shipping firm as a partner of the more or less pious Standishes, hence it is to be seen whether such could be found workable. The foreign-sounding "Leroux" and the precosity of *et Cie* were assets in Continental trade and, in fact, had made the Standish family solid and rich. Hardships, injustice, and failing eyesight have to be contended with—in the manner that heroes always know. Good construction does it. There's just one example of the more attractive sex; but whether she is at best Veronica or Naomi, and how John settles that point is for John himself (through Mr. Edwards) to settle for us. An engaging Ward. Lock book, at 7s. 6d. net.

LENGLENS for XMAS PRESENTS at 30% OFF

Lenglens supply all Nalgo Members with Sports Requirements at wholesale prices (i.e., 6s. in the £ off prices below). Every article is all-British and of the highest possible quality and workmanship, and fully covered by the generous Lenglen Guarantee. Free Service or Free Repair or Replacement. Write for full Catalogue.

BILLIARDS

Good quality miniature tables, first-class finish, unwarpable wood bed, para rubber cushions, solid brass adjustable feet to fit on dining table, complete with balls, marking board, 2 cues, chalk and rules.

3′ 0″ × 1′ 6″ ...	... £1 5 0	4′ 6″ × 2′ 3″ ...	... £2 15 0
3′ 6″ × 1′ 9″ ...	... £1 10 0	5′ 0″ × 2′ 6″ ...	... £3 10 0
4′ 0″ × 2′ 0″ ...	... £2 2 0	6′ 0″ × 3′ 0″ ...	... £5 0 0

SUPER QUALITY SLATE BED BILLIARD TABLE.
One-piece ½″ thick slate bed, with heavy moulding, mahogany finished, para rubber cush, six solid brass adjustable feet to fit on dining table, first quality turned balls, marking board, spirit level, chalk and rules.
COMPLETE WITH ACCESSORIES.

Size of Tables.	Size of Cues	Size of Balls.	Price each.
4′ 3″ × 2′ 3″	4′ Ash Cues ...	1½″	£3 18 0
5′ 3″ × 2′ 9″	4′ Two-point Ash Cues	1⅝″	£6 0 0
6′ 3″ × 3′ 3″	4′ Two-point Ash Cues	1⅝″	£8 0 0
7′ 3″ × 3′ 9″	4′ Two-point Ash Cues	1⅝″	£12 0 0

TABLE TENNIS

TABLES.—Lenglens Tournament Table, as supplied to NALGO Branches at Bath, Ealing, Maidstone and Marylebone. 8-legged table, in 2 sections, with substantial under-frame, solid 1-in top. The truest, most accurate table yet produced, size 9 ft. by 5 ft. Each, £8 15s. 0d. Special net price to affiliated Clubs, £7 7s. 0d.
TABLE TOPS.—Best quality, Non-warp heavy ply top, well battened, finished green with white border. 9 ft. by 5 ft., 65/-; 8 ft. by 4 ft., 55/-; 7 ft. by 4 ft., 49/6.

BAGATELLE TABLES

Solid mahogany finish unwarpable wood bed, nine boxwood cups, cloth cover, para rubber cush, four solid brass adjustable feet, first quality turned balls, marking board, chalk and rules.

4′ 0″ × 1′ 6″	42/-
5′ 0″ × 1′ 8″	60/-
3′ 0″ × 1′ 1″ Cheaper Quality	13/6
2′ 6″ × 11″ ,, ,,	9/-

LINCOLN BAGATELLE

The Standard arrangements of Pins and scores.

Match Quality, with 20 polished steel balls and cue 21/-

Medium Quality, with 20 polished steel balls and cue 15/-

Popular Quality, with 20 polished steel balls and cue 10/-

CHESS, DRAUGHTS AND DOMINOES

Staunton Pattern, Best Boxwood, polished Mahogany Slide lid Box. Medium 10/6 Large 13/6 Extra Large 17/6 per set
Staunton Pattern, Polished Pair Side Boxes, Small 2/3 Medium 4/6 Large 6/- Extra Large 8/9 per set.
No. 750. Good, strong Ebony and Bone Dominoes, full ⅝ in. thick, raised centre, in wood box 5/6
No. 751. Bone and Ebony square pattern, three rivets, raised centre, wood box. Recommended for Club and Institute use 10/-

No. 752. Super quality Bone and Ebony Dominoes, bevelled edge, square pattern, three rivets, raised or flat centres 15/-
Full Leather Folding Board.—12 in., 3/6; 14 in., 4/6; 16 in., 5/6; 18 in., 8/6; 20 in., 8/6; 22 in., 10/6.
Best Mahogany Frame Board.—14 in., 12/6; 16 in., 17/6; 18 in., 21/-; 20 in., 26/6; 22 in., 32/6.
Best Varnished Boxwood Draughtsmen in wood slide lid box.—1⅜ in., 2/6; 1½ in., 3/-; 1¾ in., 4/6; 1⅞ in., 5/6.

BOXING AND PUNCH BALLS

FLOOR TO CEILING BALLS. THE TUNNEY. Best quality hand-sewn English Cow-hide. Size 5, 25/-. Size 6, 27/6. Size 7, 30/-. Size 8, 32/6.
THE HOLBORN. Strong Hide Case. Size 5, 11/6. Size 6, 13/6. Size 7, 15/6.
THE TURNSTILE. Hand-made English Hide, pear-shaped Swinger with strap and buckle, complete with bladder, 22/6.
THE BANTAM. A Cheaper Swinger, 12/6 complete.
PEDESTAL BALLS. Nickel Plated and Black Enamel Portable Stand, with patent double-spring action, best cowhide ball, and adjustable stem.
Light Weight : 3 Spring Base, weighs about 50 lbs., 70/-.
Medium Weight : 4 Spring Base, weighs about 60 lbs., 90/-.
Heavy Weight : 6 Spring Base, weighs about 80 lbs. 112/6.
BOXING GLOVES from 7/6 to 37/6 per Set of Four.

DART BOARDS

Solid Cork, wired both sides.

14″ × 1½″ thick, painted red and black ...	9/-
16″ × 1½″ thick, painted red and black ...	12/-
18″ × 1½″ thick, painted red and black ...	15/-

DARTS

Special Tournament Quality.
Brass and Aluminium (medium weight), 2/- per set, complete with flights.
All Aluminium (light weight), 2/9 per set, complete with flights.

SHUV-HA'PENNY

Hand Polished Laminated Mahogany Tournament Board, Brass Lifts, brass hand at top, black sides for scoring.
Size 27″ × 14″ 21/-
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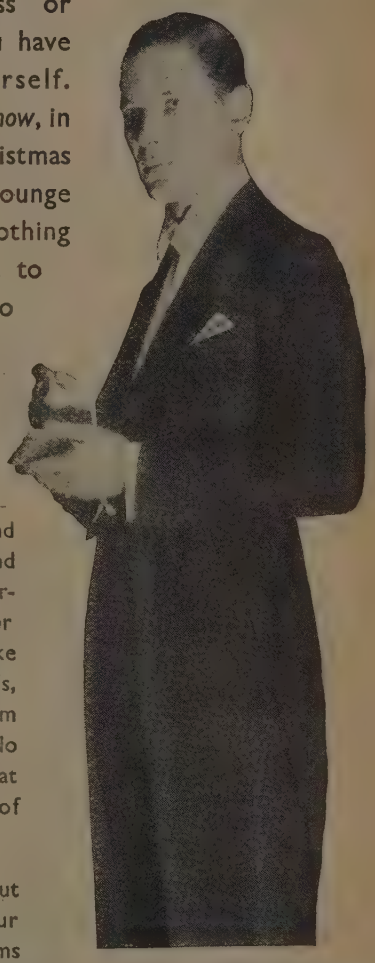

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DISTRICT AND BRANCH NEWS

North Wales District Sub-Committee

THE North Wales District Sub-Committee, which comprises the fifteen branches of N.A.L.G.O. in North Wales, met at the Town Hall, Rhyl, on November 4, when delegates from all the Branches attended.

It was reported that the Summer Sports Competitions, consisting of Tennis, Bowls, Cricket and Golf, had been extremely successful and a sub-committee was appointed to deal with the detailed arrangements for Football and Billiards Competitions for the winter.

The Hon. District Secretary reported on the proceedings of the Committee during the year, and the Divisional Secretary reported that there had been a further increase of approximately 60 in the membership of the Sub-District for the year ending October, 1932, and that Whitley machinery for the North Wales officers had been established as the result of a conference of the Local Authorities in North Wales. N.A.L.G.O. had been allotted ten seats on the Staffs' side of the Committee to deal with the conditions of officers, and two meetings had been held for the purpose of preparing the report regarding scales of salaries and grading schemes. It was hoped in the near future to call the full Council together to approve the recommendations of the various committees.

Mr. J. D. Jones, of Rhyl, was re-appointed as the Chairman of the District Sub-Committee, and Mr. R. M. Evans, of Denbigh County, was appointed Vice-Chairman. Mr. R. Hext was re-appointed as Hon. District Secretary.

A vote of thanks was passed to Mr. G V. Price, retiring Vice-Chairman, for his excellent work for many years as Chairman and Vice-Chairman of the Sub-Committee.

North Eastern District Committee

The annual meeting of the North-Eastern District Committee is to be held on December 9, in the Town Hall, South Shields. One of the important items will be a discussion on Whitleyism in the north-eastern area. The subject is to be introduced by Mr. Wm. Donnan, hon. secretary of the Standing Joint Conference of Provincial Whitley Councils. Mr. Donnan will be welcomed back among his colleagues in the north-eastern district, where his work as divisional secretary will long be remembered.

The North-Eastern District Committee's scheme for assisting students attending the summer schools met with such success in 1933 that it is proposed to institute a further scheme to help intending students to the 1934 summer schools.

Salford

Considerable interest in all the activities of the association is indicated by the annual report of the Executive Committee of the Salford Branch. Subscribers to the B. and O. Fund numbered 738, compared with 610 at the date of the last annual report. During the same period 31 life members of the Fund were elected, making a total since the inception of the branch of 295. Of the 19 members of the Building Society, 12 were making use of the investment side. The number of full members of Logomia had increased to 19, and 14 new members had been enrolled in the Nalgo Provident Society. Membership of the Approved Society had, however, fallen by 25 to 364. The membership of the branch itself, including retired members, was 845, compared with 833 last year.

Derby

The President of the Branch, Mr. C. H. Aslin, recently met all the ungraded officers in regard to their service conditions. There was a full and interesting discussion, and it is hoped that at a later date the grievances which are now fully understood can be remedied.

On November 6, Mrs. Franks, N.E.C., addressed an excellent gathering of women officers of the Corporation on the many advantages arising from membership of the Association, and it is hoped that this will lead to keener interest among the women members.

Norwich

Many local celebrities, including the Lord Mayor and Lady Mayoress, attended the first dinner of the Norwich Branch. In proposing the toast of the Association, the Lord Mayor said a great step forward was made when N.A.L.G.O. was founded in the early years of the present century with the object of unifying certain common interests and of promoting their efficiency. The record of the Association had been one of rapid progress. The cup presented by Mrs. Noel B. Rudd was received on behalf of his department by the Town Clerk, who expressed his pleasure that his department had proved this year to be the best all-round at sport.

Wembley and Kingsbury

The Wembley and Kingsbury Branches have co-operated in the production of the *Interphone*, being the Wembley and Kingsbury Urban District Council Staff Journal. These staffs will, under the amalgamation of areas, shortly be moulded into one, and the spirit of friendship and co-operation now displayed indicates that a true N.A.L.G.O. spirit will exist in the new family. The *Interphone* is well produced and should prove of great interest to all members.

Walsall

The annual ball of the Walsall Branch was held on November 9, in the Town Hall, and was a most successful and enjoyable function. Over 500 guests were present, including the Mayor, Councillor S. D. Edge, and the Deputy Mayor, Councillor W. Dean. More than £990 has been raised by the Branch for charities through the holding of this and other similar functions.

Cannock

The third annual dinner and dance was held on November 9, in the Foresters' Hall, Cannock, and was well attended. Mr. Wm. C. Speedy, Chairman of the Branch and Clerk to the Cannock U.D.C., responded to the toast of "NALGO." In proposing the toast of "The Visitors," Mr. N. Waine, Clerk to the Brownhills U.D.C., said the time had passed, or almost passed, when Local Government Officers were looked upon as people with easy jobs and princely salaries; they were now regarded as ordinary hard working people. This sentiment was supported by Mr. B. B. Davies, in responding.

Irlam

In his report for the year ended October 31, 1933, Mr. R. Rutter, Hon. Secretary of the Irlam Branch, states that the membership of the Branch now stands at 20, or over 95 per cent. of the staff available. All members contribute to the Benevolent and Orphan Fund. For the first time since the formation of the Branch in 1929 official contact had been made with the District Council.

Reading and District

There was an attendance of 120 at the annual dinner of the Reading and District Branch at the Masonic Hall, Reading. Mr. F. V. Merriman (President) presided, and others present included the Mayor and Mayoress (Councillor and Mrs. A. W. Tudor), Dr. A. B. Howitt, M.P., and the Hon. Mrs. Howitt, Alderman E. M. Sutton, Mr. C. S. Johnson (Town Clerk of Reading), Mr. T. A. Burrows and Mrs. Burrows, Mr. Llewellyn Griffiths (Town Clerk of Aldershot), Mr. S. F. Bartlett and Mr. G. F. Paget (Basingstoke), Mr. T. R. Moore and Mrs. Moore, Dr. H. R. Minckley, Mr. W. P. Fox (Organising Secretary of N.A.L.G.O.) and Mrs. Fox, Mr. Frank Thomas (Divisional Secretary), Mr. A. J. Wright (President of the Berks County Branch), Mr. J. Dodd and Mr. John Walker. Entertainment was provided by Will Gardner (entertainer) and R. G. O. Hill (songs).

Wallasey

The ninth annual dinner of the Wallasey Branch was held on Saturday evening, October 28, the venue being the "Coach and Horses" Hotel, at Moreton. The company, which numbered 72, was presided over by the President, Mr. Wm. Wilson (Chief Librarian) who was accompanied by Mrs. Wilson. The Mayor and Mayoress (Alderman and Mrs. F. Stanley Atkin) honoured the proceedings with their presence. The evening was in every

(*Continued on page* 338)

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DISTRICT AND BRANCH NEWS

(*Continued from page 337*)

respect, a thoroughly pleasant one; the speeches being excellent and plentifully strewed with humour. After the toasts had been disposed of, Mr. H. Exelby (Resident Engineer of the New Promenade Extension Works) and his concert party provided a musical programme of much merit. Mr. J. K. Shaw (Veterinary Officer) was Chairman of the Dinner Sub-Committee, and Miss Ruth Thompson, Secretary.

The seventeenth annual meeting of the Branch was held in the Council Chamber of the Town Hall, on November 7, the attendance constituting a record. Dr. A. Wotherspoon, Senior Vice-President of the Association, was present, and those who listened to his address felt certain that in him the Association had a valuable asset. Mr. Wm. Wilson (Chief Librarian) was in the chair, and following the submission of the annual report by the Hon. Secretary (Mr. T. D. Suthren) and of the statement of accounts by the Hon. Treasurer (Mr. C. W. Kelly), Mr. Wm. Wood (Chairman of the Executive Committee) used the opportunity of formally proposing their adoption to indicate to Dr. Wotherspoon one or two matters that in the opinion of many members of the Association called for more than ordinary attention. Wallasey's membership continues to increase.

A feature of the meeting was the installation of the new President (Capt. W. H. Fry, R.N.R., Ferries Manager); the insignia of his office in the form of a handsome collar and badge being worn for the first time.

Colchester

Speeches at the ninth annual dinner of the Colchester Branch—attended by nearly 180 members, wives and guests—were prefaced by tributes to the memory of the late Mr. A. Hammond, an ex-president, and as a token of respect the company stood for a short while in silence. Replying to the toast of "The Visitors," Brigadier-General F. W. Towsey, D.L., C.M.G., said that from his experience for three years as a member of the Town Council, he thought the public did not, perhaps, realise the amount and the scope of the work done by the Corporate staffs. On one thing, however, he was certain, and that was that the high standard and integrity which distinguished those services would remain an asset to the nation.

Batley

The annual meeting of the Batley Branch, held on November 13, was presided over by Mr. S. B. Dean, Gas Manager, and was well attended. The meeting was addressed by Mr. W. W. Armitage, Chairman of the Yorkshire District Committee, and by the Divisional Secretary.

Mr. Armitage spoke at length on the Executive Committee's report, prepared by the Secretary, which he warmly eulogised. He expressed the hope that progress would be made in the formation of more Provincial Whitley Councils throughout the country during the ensuing year.

Cleveland

There was a good attendance of local government officers at the annual meeting of the Cleveland Sub-Branch held at Guisborough on November 6. The meeting was presided over by Dr. A. G. Robinson, of Redcar, and an address on the work of the Benevolent and Orphan Fund was given by the Divisional Organising Secretary, Mr. J. B. Swinden, of Leeds. The following officials were elected for the ensuing year: Chairman, Mr. W. Smith, Redcar; Vice-Chairman, Mr. J. E. Atkin, South Bank; Hon. Treasurer, Mr. D. W. Scrath, Guisborough; Hon. Secretary and Building Society Correspondent, Mr. A. E. Blackett, Guisborough; Approved Society Correspondent, Mr. J. W. Mattock, Redcar.

Rhyl

The annual meeting of the Rhyl Branch was held under the chairmanship of Mr. O. P. Cronshaw. The report of the secretary (Mr. J. Douglas Jones) stated that a large percentage of the members were availing themselves of the splendid advantages offered by the various activities of N.A.L.G.O. The treasurer's report, presented by Mr. A. E. Edwards, showed the branch to be in a sound financial position. The election of officers for the ensuing year resulted as follows: President, Mr. O. P. Cronshaw; Chairman, Mr. A. E. Edwards; Secretary, Mr. J. Douglas Jones; Treasurer, Mr. W. A. Field; Auditors, Messrs. C. E. Totty and T. J. Williams; Press Representative, Mr H. T. Hughes; Executive Committee: Messrs. F. Arthur, H. Evans, E. B. Wright, J. P. Williams, E. Ll. L. Jones, P. Williams, and G. T. Linnell; Branch Delegate, Mr. J. P. Williams.

Mid-Herts

The first annual general meeting of the Mid-Herts Branch was held at Welwyn Garden City on November 7, when Mr. B. H. Deamer was re-elected as president and chairman, and Mr. J. W. Hooper as hon. secretary and treasurer. The meeting was followed by a social which was thoroughly enjoyed by a large gathering of members. The branch, which was only formed in July last, has a membership of nearly 40, and is comprised of the staffs of Hatfield Rural District Council, Welwyn Rural District Council, Welwyn Garden City Urban District Council, and some members from neighbouring authorities.

Settle

At the annual meeting of the Settle Branch attention was drawn to the winning by the Branch of the Yorkshire B. & O. Challenge Shield, with an average of £1 14s. 9d. per head of membership. Mr. A. G. Bolton, Hon. Secretary of the Yorkshire District Committee, addressed the members on the work of the Association generally, and was supported by Mr. J. B. Swinden, Divisional Secretary. Mr. T. E. Pearson, Clerk to the Council, presided, and Councillor Mattinson, Vice-Chairman, also attended the meeting and joined the party at tea.

Darwen

The Darwen Branch held a very successful whist drive and dance on October 20, at the new Public Baths. Over 500 people were present. Among them were the Mayor (Councillor William Jepson) and the Mayoress (Mrs. Beckett), who presented the whist prizes.

Caerphilly

The officers of the Urban District Council, who have been members of the Cardiff City Branch, have decided to form their own Branch from November 1, 1933.

Greenwich

In their report for the year ended October 31, the Executive Committee of the Greenwich Branch remark upon some of the many events of branch life which have contributed to enjoyment of members. There was, for instance, the well-organised social programme of which one of the most successful functions was the President's reception, when the attendance numbered over 100. The historic Greenwich pageant received good support from the Branch, whose party consisted of 65 members from Deptford and 35 from Lewisham. Local charities have not been overlooked, contributions being made to the Mayor's and Unemployment Committee funds.

BRIDGE FORUM

By Neville Hobson.

Competition

THE test on play of the hand which was set last month did not produce quite so many entries as anticipated, though several answers came through at the last moment, certain of which referred to the somewhat late dates by which the Local Government Service had been received.

The six questions are set out below with the official answers, which will be explained more fully in the next issue.

The prize winners are as follows, the first 3 giving all the answers correctly and the 4th losing 1 point. There were, however, 2 others who also answered 5 correctly, but their replies were sent in several days later than those of Mr. Gaye.

1st. Percy J. Foster, City Engineer's Office, City Hall, Cardiff.
2nd. R. A. Robinson, 10 Great George Street, Westminster, S.W.
3rd. Miss Phyllis Cannon, White Webbs, Maltese Road, Chelmsford.
4th. A. W. Gaye, 474 Norwich Road, Ipswich.

Test

1-3. South, the dealer, bids "one no trump" in each of the following cases; the other players pass each time.

State the correct lead of West in the case of the following respective hands:

(1) *S.* A, K, x, x, x.
H. J, 10, x, x.
D. x, x.
C. x, x.

(2) *S.* A, J, 10, x, x.
H. J, 10, x, x.
D. x, x.
C. x, x.

(3) *S.* K, Q, 10, 9.
H. x, x.
D. x, x, x.
C. K, Q, 10, 9.

Answers: (1) 4th highest Spade.
(2) Jack of Spades.
(3) King of Spades.

(4) South is playing "one no trump," the other players having passed. West's opening lead is a small Diamond.

What card should South play from North, in the case of the following holdings in Diamonds?

North (dummy) K, J.
South (declarer) x, x, x.

Answer: King.

(5) South is playing "no trumps." West's opening lead is six of Hearts (his partner having passed).

What should South play from North's hand with the following holdings in Hearts?

North (dummy) K, 5.
South (declarer) J, 9, 8.

Answer: 5.

(6) South is playing a bid of "one Spade." He has cleared the opponents of their trumps and must make the most of the following distribution in Hearts:

North (dummy) A, 6, 5.
South (declarer) Q, 9, 8.

It is South to play. What should he lead from his own hand and, generally, how should he play the combined Hearts to the best advantage?

Answer: Lead the 8. Win with the A. Return a small one to the Q. (which will win if E. has the K.).

St. Helens

The Dramatic Society of the St. Helens Branch were among the competitors in the Blackpool Drama Festival, the play which they produced being "Barbara's Wedding," by Sir J. M. Barrie. It is of interest that the Branch's Dramatic Society were the first organisation in St. Helens to take part in any such event.

THE STUDY OF PUBLIC ADMINISTRATION

ITS UTILITY TO THE LOCAL GOVERNMENT OFFICER

Mr. A. H. MARSHALL

THE opening lecture of the Winter Session of the education lectures arranged by the Stockport Branch of the National Association of Local Government Officers was held on September 2, when a lecture was given by Mr. A. H. Marshall, B.Sc.(Econ.), on "The Study of Public Administration." Mr. G. Carter, chairman of the branch, who presided, said that he regarded the lectures as one of the most important features of the work of the local branch. They were intended to improve the educational standards of the local government service, and had been undertaken with that object.

Mr. Marshall said that from the days of the Greeks there had been political theorists and scientists to dispute over the nature of the state and its duties. Interest in the subject had fluctuated from time to time. Seldom, however, had political philosophy been without influence, and frequently its teachings had been of immense significance in the practical affairs of the world. For instance, few would deny the close connection between political philosophy and the French Revolution of 1789 or the Russian Revolution of 1917.

Some Fundamentals

Until recently political science had concerned itself with fundamentals. What was the *raison d'être* of the state? What system of rights should it maintain? What were its duties? By whom should the government be established? The Industrial Revolution and the consequent appearance of the "social service state" with its multifarious duties had brought into prominence another aspect of political science. We now asked not only what should the state do, but also "how shall it do it?" Or to put the matter into more academic language—to the study of the nature of the state and the *formulation* of policy had now been added a new and distinct study concerned with the *execution* of policy. This new study was known as public administration.

At this point, was it necessary to point out that there were numerous aspects of governmental activity which, though they were concerned with the execution of policies, did not fall within the orbit of public administration? The main examples might be seen in technical studies. Government demanded a host of technical experts—doctors, lawyers, surveyors, accountants, and the like. All these experts would be trained in their own profession. Where a task demanded a special technique a new profession or branch of a profession would appear. Municipal accountancy, for example, was a specialised branch of the accountancy profession complete with its own examining body.

A consideration of these might well lead some readers to question the need for public administration. Surely it might well be asked, political philosophy, jurisprudence, constitutional law, and comparative politics supplemented by technical studies were enough; what need is there for yet another subject?

The answer to this very reasonable question could be most readily sought in a consideration of the nature of government.

Evaluating Services

Public authorities, unlike commercial concerns, had rarely a simple test of the success or failure of their policies. Instead of a profits indicator, intangible benefits had to be weighed against one another and against the cost of providing the service. So, too, with employees. A business house could normally determine without great difficulty whether a branch manager was efficient or not. A local authority faced with the problem of evaluating the services of its chief officials had a far harder task.

Again, the relations of public departments with the public were cast in a vastly different mould from the relations of a commercial house and its customers. A public official was usually a monopolist armed with coercive powers to no small degree. A moment's consideration of the powers of a local authority over property or the special facilities for debt collection enjoyed by nearly all public authorities would show how great they were.

The inevitable consequence was that an official was open to a continuous temptation to become arrogant and unsympathetic and was apt to lose the common touch. It was partly because of these special features and dangers that the technique of public administration was necessary.

To be more specific, public administration dealt with such questions as the recruitment and training of staff; conditions of service and promotion; relations between officials and the controlling body and between officials and the public. Another section of the study was concerned with the allocation of duties between departments, co-ordination, etc. The list could be extended almost indefinitely.

Having considered the nature of public administration, its utility and its relation to other studies, it was now desirable to inquire if it has any value or interest for the individual official. The following four points suggested some of the more personal and intimate uses of this study:—

(1) It helped to supply that something that was lacking in technical studies, and counteracted the deadening and narrowing effects of specialised training. Like a university education it assisted us to see things in a richer perspective, and to realise that technical competence was not enough.

(2) It should help us to kill that hag—departmental jealousy. If a study, one of the main objects of which was to show us our place in the scheme of things, failed to make us realise the other fellow's point of view, then nothing ever would.

(3) A better grasp of the principles of public administration on the part of officials would do at least something to eradicate one of the chief evils of the day—the lack of a realisation by the public of the true nature of the public services. The popular view of the public official as a highly paid idler was too familiar to need any emphasis. It might, however, be pertinent to remark that the view was rarely expressed by those with any real knowledge of public services.

(4) Finally the younger members of the service should embrace the study of public administration if only from motives of self defence. An influx of university graduates—many of them trained in political service—would probably be one of the features of the next decade in English local government. If this prophecy was correct, those who were already in the service would be well advised to do what they could to meet the coming competition on as even terms as possible.

Facilities For Study

What were the facilities for studying public administration? Only the briefest answer could be given here.

Those who had any energy and leisure could take a degree or diploma in public administration. This could be done either internally or externally at London or by attendance (during evenings) at certain of the provincial universities. Liverpool, Leeds, Glasgow, and Sheffield also granted diplomas, whilst Manchester granted both a degree—B.A. (Admin.) and a certificate. Fuller details could be obtained from the Registrars of the universities or from the Education Department at the headquarters of N.A.L.G.O.

There existed, however, two means by which all public servants might learn something of this new "science" He referred to the summer schools held annually by the N.A.L.G.O. and the Institute of Public Administration which for ten years had existed to promote a study of the questions which he had dealt with. By means of conferences, both national and local, a quarterly journal, and most recently by systematic research (made possible, be it noted, by a grant of 10,000 dollars from the Spelman Fund) the Institute had already done much. Lack of support from the rank and file of the service had, up to the present, retarded its growth. One hoped that the near future would see a change in this respect.

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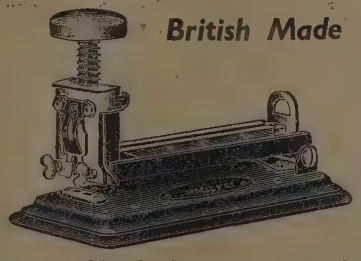

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The annual outing of the Beverley and District Branch was held on October 1. Blackpool was visited for the illuminations, 48 members and friends making the journey.

The annual dance of the Chadderton and District Branch was held October 20, in the Chadderton Town Hall, there being an excellent attendance. A company of about 200 also engaged in a whist drive.

AT RANDOM: COMMENTARY ON CURRENT EVENTS

By "HYPERION"

N.R.A.

THE eyes of the world are focused at the moment on President Roosevelt and on the gigantic experiment which he is carrying out under the National Recovery Act. Whether the President's plans succeed or fail, it is impossible to regard with anything but admiration the courage and integrity with which he has undertaken an almost superhuman task.

The greatest difficulty by which he has been faced is the absence of adequate machinery of administration. It is one thing to create codes for the regulation of various industries and another to secure their enforcement. I heard from a man who has just returned from the United States where he has had the opportunity of meeting some of the key people engaged in the present effort, that the machinery of administration had to be built up from the foundation, and that crowds of veterans of the wartime boards and even larger crowds of young and inexperienced graduates, whose kind had never been seen in Washington before, had, at no notice at all, to improvise central organs for one of the largest and most individualistic economic systems in the world.

Detective Novels

Now that nearly everyone from Mr. Baldwin and Mr. Montagu Norman downwards is an avowed enthusiast for detective stories, no apology is needed for referring to the great vogue which they enjoy at the present time. As readers grow more and more critical, plots of detective stories grow correspondingly more subtle. Some of the most subtle, I think, are those evolved by women writers.

Agatha Christie, Dorothy L. Sayers and Marjery Allingham, to name only three, are hard to beat.

I suppose that it is partially due to the comparative safety and uneventfulness of modern life that it is not uncommon now to hear the most placid and benign old lady remark: "I must say, I *do* like a good murder story."

Here is a short list of some of my own particular favourites amongst this class of fiction:

"Murder Must Advertise," by Dorothy L. Sayers.

"Police at the Funeral," by Marjery Allingham.

"The Dying Alderman," by Henry Wade.

"Death of My Aunt," by G. B. S. Kitchen.

"Death Walks in East Repps," by Francis Beeding.

Tall Stories

Herodotus, they say, was the father of History and also the father of lies. His History is a treasure-house of "tall stories."

But, as a teller of such tales, Louis de Rougemont runs him close. Is not this a marvellous account of how he used to ride turtles near the shores of the South Sea Island on which he was stranded?

"I used," he tells us, "to wade out to where the turtles were and, on catching a big 600 pounder, would calmly sit astride on his back. Away would swim the startled creature mostly a foot or so below the surface. I steered my queer steeds in a curious way. When I wanted my turtle to turn to the left I simply thrust my foot into his right eye, and vice versa for the contrary direction. My two big toes placed simultaneously over both his optics caused a halt so abrupt as almost to unseat me."

"Tempora mutantur"

Modern child to his Governess: "What *is* thunder?"

Governess: "Thunder is two clouds clashing together."

Modern child (angrily): "It's nothing of the sort. It's electricity."

The modern child's grandmother, on hearing about this, said: "Well, Nannie's explanation of thunder was one better than that given to me when *I* was a child, which was: 'It is the voice of God when He is angry with us.'"

I often wonder how those children who are educated under the most modern "enlightened" methods will fare when they are thrown out into the hard cold world. I imagine that they will be either rebels or autocrats, and as there is little chance of their being autocrats as soon as they leave school they will probably be rebels.

Here is a short account of the self-expressionistic ideals which apply at a school in Hertfordshire run by Dora and Bertrand Russell:

"They do what they like, when they like, as they like. They wear what clothes they like.

"The teacher at the window is making no effort to control or discipline the children, in the ordinary sense of these words. . . . They come and go as they please. They make their own decisions. No one attempts to interfere or determine their conduct."

Mrs. Dora Russell says of it: "We have a children's council, you know, which gets things done in the school and decides most things. I was the Chairman till this morning. Then someone got me out because he thought that my having the casting vote was unfair. Now they run the school themselves. I haven't a say in it."

* * *

Three Views on Marriage:

(1) "It has happened to all of us to watch some nice, eager, alert young man become petrified into a husband. Long before he loses his hair he has lost that quality of expectancy and all-ways-looking interest which was so engaging in him . . . he is as capable of taking in fresh ideas as a mummy of absorbing food. Indeed, in bad cases, he is no better than a gravestone of his living self, engraved with the words: 'Here lies young Mr. John Smith, who died into matrimony at twelve o'clock of a fine Spring morning. Deeply mourned by his wife and friends.'"

(Storm Jameson in "Woman's Journal.")

(2) "Ven you're a married man, Samivel," says Tony, "you'll understand a good many things as you don't understand now; but vether it is worth while goin' through so much to learn so little, as the charity boy said ven he got to the end of the alphabet, is a matter of taste."

(Tony Weller.)

* * *

(3) "Marry—or Resign!

This order has been issued by Signor Mussolini to all bachelors holding executive positions in the Fascist Party."

The "Crisis" in retrospect

"We boast that we have recovered from the crash, then we boast that there never was a crash, and then we boast that we English never boast."

J. B. Morton in "Everyman."

"The whole crisis," Bullinger answered, "has been artificial. I felt from the first that it was also unnecessary. Yet, once people begin to think in terms of crisis, they end by behaving critically."

From "Public Faces," by Harold Nicholson.

Three Howlers

Q. Who was Perseus?

A. Perseus was the man who killed the Gorgonzola.

Q. What is the feminine of bachelor.

A. Lady in waiting.

Q. Translate *Ni l'un ni l'autre.*

A. "Neither the Hun nor the Austrian."

Herr Hitler's Favourite Poem

How odd
Of God
To choose
The Jews.

Fashion Note

Backs will be of primary interest during the long evenings. Bewitching and bewildering, for the dressmakers admit that so far there is no accepted rule of the season.

From a Fashion Article in the *Star.*

Sidelights on the Siamese Situation

The fact that the King of Siam is a nursling of Eton while Prince Bovaradej, who is actively engaged in usurping his Peacock throne, is a product of Harrow, lends spice to what would otherwise be a remote and unconvincing clash of arms.—*Evening News.*

Last Month's Competition

After reading all the postcards on the "Drinks Problem," which formed the subject of last month's competition, I feel quite dizzy—rather like the painted jaguar in "Just-so Stories," who didn't know whether he was standing on his head or on his painted tail. The principal schools of thought as to who paid for the tramp's drinks were as follows:

1. The unfortunate person who lost the dollar which was picked up by the tramp.

2 The trading community will pay for the drinks through the general rate of exchange—but the ultimate cost will no doubt be borne by the general consumers of each county.

3. The tramp pays for the drinks himself; his getting the Mexican Dollar in America as change and "vice-versa" was, in effect, the same as purchasing the foreign money at a discount rate.

Now, frankly, when I approach the morass which men call economics, I just flounder! Many of those who have sent postcards are obviously much more expert economists than I. However, I did seize the opportunity of submitting the problem to a Professor of Economics at a famous American University who is over in this country and whom I met recently, and his pronouncement on it was: "Waal, I guess there's a catch in it somewhere!"

The magnificent prize of 5/- has been awarded to Mr. J. O. Jones of 7 Abbey Terrace, Townsend, Denbigh, whose answer is concise and seems to me to be the correct one:

"The drinks were paid for by the persons who originally took the Mexican Dollars into America and the American Dollars to Mexico. They lost on the rate of Exchange by importing foreign currency while the tramp profited to the extent of 2d. on each dollar which he takes back to its country of origin."

I should have liked to give another 5/- to the clerks in the Surveyor's Office, Municipal Buildings, Preston, because their breezy postcard, as well as containing a correct solution, had the additional advantage of making me laugh!

Here it is:

"The hobo's hootch was paid for by the saps who changed Mexican bucks in U.S., and vice-versa at a loss of 2d. a dekko.

"Now let me give you one:

"Supposing the hobo had been goofy enough to cross the border with his Yankee greenback, had a quick one, beat it back to U.S. with his change; had another, back again and so on—how many drinks would he have had before the cash gave out (assuming his head and legs can stand it)?

"There is *no* prize for solving this; any drinks must be on the ED."

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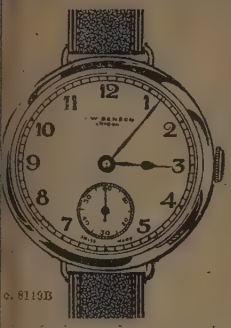

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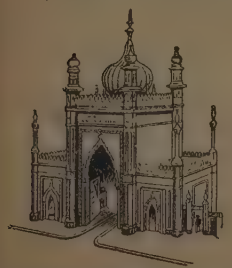

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SCOTTISH NOTES

THE Municipal Elections have been th topic of interest for the past week two, and now that the elections are ov we are presumed to know what our master the great B.P., are thinking. Glasgow has bee the storm centre, and there for the first tim Labour is in power. In the Labour ranks Glasgow there are not a few able and expe ienced administrators, and we look forward wi intense interest to their deliberations at Geor Square. They can be sure of the loyal ar impartial service of the officials and staff Much depends on Glasgow Corporation, f it is by far and away the largest of our Loc Authorities and gives a lead to many others.

The Annual Meeting

These notes are being written on the 16 of November, the day on which the first of o Branch Annual Meetings is being held. W mention this because many of our readers w be looking for a report of the annual meetin of their own Branch. These reports, howeve must lie over until next issue. In the mea time, we may say that while the annual meetin have not yet been held, we expect that mo Branches will have satisfactory reports to subm So far as membership is concerned, we an cipate a net increase in Scotland of about 20 For the past six years the membership has be steadily increasing, and if our Branches Scotland were not so particular as to the class of officials admitted the numbers would much greater. On this question of eligibility f membership, we in Scotland appear to be mo conservative than in England.

Glasgow Branch

At the Executive meeting held on Novemb 13, the reports and recommendations to submitted to the annual meeting were co sidered. The hon. treasurer, Mr. J. W Neilson, gave an outline of his financial sta ment, which revealed that Glasgow Branch probably now the wealthiest branch in t country. The branch has its own B. and Fund for the benefit of its members, and t capital sum invested is now well over £4,0 The reports of the conveners were of a ve satisfactory nature. Two hundred and twen new members had been admitted during t year, so that, allowing for losses through deat and retirement from the service, the net increa should be over 100. A proposal was made start a Branch Magazine, or to run one conjunction with a Scottish journal, and special committee was appointed to report this proposal. We understand that there is idea of competing with our National Journ The suggestion rather is to make it a brig little magazine which would give details purely domestic concern and of social event

Argyll Branch

Meetings have been held within the last f weeks in Oban, Lochgilphead, Campbeltow and Dunoon, chiefly to discuss the constituti of the Branch. These meetings were, on t whole, well attended, and the suggested amen ments to the Model Rules were genera approved. The Constitution will be adopt at the first annual meeting of the new Bran in Oban on November 25. Organisation Argyll has been exceedingly difficult beca of the very scattered nature of the distr But it is thought that through the format of sub-branches we have now got over difficulty.

The Special Case

During the past few weeks the small Co mittee to prepare the Special Case for s mission to the Court of Session has had seve meetings, and the various points arising h been gone into very thoroughly. It is hop that by the time these notes appear the C will be before the Court of Session for th judgment. The preparation of the Case involved more difficulty than was at f anticipated, and we can assure those interes that the delay in having it submitted inevitable.

Where to Stay

CKPOOL, N.S.—Private house. Three bedrooms, ic or private sitting-room. Bed and breakfast. minutes from promenade. Highly recommended.—T. T. Sykes, "Birkby," 27 Calder Road, North e.

RNEMOUTH.—"Belfield," St. John's Road, ombe. Three minutes sea, shops. Excellent food cooking, separate tables; gas fires, bedrooms; garages. ns, 2½ gns.

RNEMOUTH.—Roysdean Private Hotel. Beautiosition Eastcliff. Highly recommended N.A.L.G.O. bers for comfort, cuisine, service.—D. H. Mosley. ottingham.

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RNEMOUTH.—"Suncliff," Cliffedge, Eastcliff, looking pier. Lift, central heating, h. and c. water, fires all rooms, sea-water baths, artificial sunlight. ges. Excellent catering; from 3½ gns. 'Phone 930.

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STINGS.—"Holmesdale" Private Hotel, 9 Holmes- Gardens. Comfortable. Near sea. Highly recomded. From 42s., according season.—Proprietresses, C.A.L.G.O. members.

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TOWN GOVERNMENT IN THE 16th CENTURY

"Town Government in the Sixteenth Century," by J. H. Thomas, B.Litt. (George Allen & Unwin, Ltd., 8s. 6d.), is a fascinating book. It should be read not only by all who are interested in the early records of Local Government in England but by all those who are given to praising the "good old days" and belittling our modern civilisation.

Water Supply

Mr. Thomas's book is based on the records of Cambridge, Chester, Coventry, Ipswich, Leicester, Lincoln, Manchester, Northampton, Norwich, Nottingham, Oxford and Shrewsbury, and all who are interested in any of these towns are sure to find some interesting sidelight about the past government of their cities of which they were previously unaware.

Apart, however, from its special interest to citizens of those particular places, the book is of great value to the student of social history. Here, for example, is a brief description of the way in which the townsmen of the sixteenth century obtained their water supply:

> "The usual method of distribution was to bring the water direct to a cistern in the centre of the town, and then if necessary to place in other parts of the town cisterns supplied from this centre. From these cisterns the inhabitants usually drew their supplies direct."

The Mayor

The following extract illustrates the prestige which attached to the position of Mayor in those distant days:

> "The social aspect of the Mayor's position is well illustrated by the Records. He was expected to keep open house during his period of office, and was often paid a salary to enable him to do so. When in 1535, Robert Alanson, a poor but popular man, was elected Mayor of Lincoln, the Council granted him 'a tun of wine or £4 to buy it with . . . for he has many acquaintances and much resort is likely to put him to great cost.' In 1545, the Council decided 'to pay the late Mayor the usual allowance, although he and his wife did not use such housekeeping nor wear such apparel as they ought'."

Here is another brief extract from the chapters on Street Cleaning which should be taken to heart by those who grumble nowadays about the extortionate character of modern rates.

> "At Ipswich and Coventry the citizens had every Saturday to clean and sweep the streets before their houses, and were fined for any failure to do so, the Common Sergeant going round the streets at Coventry each Sunday to see that it had been done."

One could go on quoting indefinitely. The book contains most illuminating chapters on the way in which town government of the sixteenth century dealt with such problems as fuel supply, lighting, markets, infectious diseases, water supply, education, poor relief and fire brigade.

Liverpool a Village

It is difficult to realise that at this period Norwich, which was one of the largest cities in the country, had a population of about 17,000; Leicester one of 4,000; and Coventry could boast of "6,601 women, men and children"; while Liverpool was then a village of some 750 people, and that each town was a unit separate almost more completely from the rest than whole countries are to-day, persons from other towns being regarded not merely as strangers but as foreigners.

It is to be hoped that Mr. Thomas will continue his researches; one can think of many places, Exeter, Leeds and Colchester, for example, in England, or Glasgow ("a sweet village" in Cromwell's time) or Aberdeen in Scotland, all of which would richly repay his attention.—C. K. W.

REALITY IN FICTION

"Back to the Land" did not prove quite the ideal thing in practice for Tom Noble, the well-named hero of Mr. Marvin Sutton's story, "Children of Ruth" (Cranly & Day, 7s. 6d. net). There had been war, and it was not a true "come back," for the land itself seemed changed. There was change all round, and seldom for the best. The certainties were six in family, and not less than seventy-five hours of a labouring week; with thirty shillings princely reward, but not a certainty, as, very soon, came a reduction of eighteen pence. Farmer Garland couldn't help himself, and his employees had to suffer, including Bill the cowman and Jim the ploughman. Truly a life of thorns.

Labour-saving machinery, said Bill Skull, could only mean one thing. And it did. Unemployment, sickness, with scarcely a roof above meant the same agony to village life as the city slum. Tom, noble-hearted fellow, saw an unhappy end approaching. Tragedy followed upon tragedy, and in days of speech-let-loose some would call it "hell." Tom's eldest lad might have been given a chance in life; Garge, too, might have cut a real success; and the girls would have got good places in service. But it was not to be, for these were the Children of Ruth and merely that. Mr. Sutton has here a powerful story, written in strength and elegance and fine authorship. The book must not be neglected, nor the appeal it makes.

W. B. K.

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HOME GARDENING

By WALTER P. WRIGHT

Author of "Roses and Rose Gardens," "Alpine Flowers and Rock Gardens," "Everyman's Encyclopædia of Gardening," etc.

A FEW weeks ago I suggested inserting cuttings of Carnations in boxes of gritty soil. Virtue has been rewarded in my own case for, following my own advice, I now have the satisfaction of seeing a goodly array of sturdy young plants. And what next? Well, such plants may still remain in the open, the boxes partially embedded in ashes, and the position a sheltered one. A dusting of lime, or alternatively of old soot (not stuff fresh from the chimney) will do good.

Sweet Peas

Did my readers sow pots or boxes of Sweet Peas in October? Yes? Then the time has probably come to consider stopping, for one may assume that the seedlings are four inches high or thereabouts, in which case the tips had better be nipped off forthwith. Plenty of air to be on during fine weather and watering to be done with judgment. Often a pricking-up of the surface soil will be a satisfactory substitute for water. A dusting of lime, or still better finely ground chalk, would be likely to act beneficially. I would not sow Sweet Peas outside yet, except under very favourable conditions, such as a light, friable, well-drained soil in a mild district.

Bracken as a Protector

I think I have mentioned bracken as a cheap and highly effective protector for plants of doubtful hardiness. In exposed places where, in severe winters, damage is sometimes done to Roses, especially to standard Tea varieties, it is an excellent plan to pack bracken among the branches. An enthusiastic friend even goes so far as to pack it over his pergola plants, keeping it in position with mats. This ought not to be necessary except in very cold places, which his is not. Most pillar Roses will pass comparatively uninjured through cold spells and anyway if stung and parts of the shoots browned they can generally be shortened to sound wood without loss of summer beauty. I mention this because protecting pillar and pergola plants may be both troublesome and expensive where the collection is extensive.

Has one reader or another a frame of Violets? If so let him look over it now and then, even if he is not expecting to find flowers, removing promptly any diseased and decaying leaves, which might be the means of spreading trouble through the frame. The opportunity should be taken of pricking up the surface of the soil between the plants, as it may have become caked. Remember that Violets resent closeness and that therefore ventilation is desirable in all fine spells of weather. Of course the plants will not bloom continuously in cold weather unless the frame can be kept fairly warm by the use of mats or other covering.

Chrysanthemums

Some time ago I begged my readers to cut down Chrysanthemums which had gone out of bloom and of which cuttings were to be taken for increase of stock. The sucker shoots from the base which may be expected to have followed this treatment are now probably three or four inches long and quite sturdy, in which case there is no reason why they should not be taken off close to the base forthwith and inserted in gritty soil, using separate small pots for each if they are available, otherwise setting the cuttings nicely clear of each other round the edges of larger pots. Most experienced growers keep the cuttings close under glass until rooted, but such coverings should not be left on continuously so that the glass is in a permanent state of cloudiness owing to condensation of vapour on it; rather should it be wiped dry frequently.

Bulbs in bowls of fibre may have a continuance of the treatment previously advised. Do not worry if a few roots, overtaken by curiosity, come up to the surface and peer about. The plants are not likely to suffer so long as they have obtained a tight hold of the fibre, because that means abundance of roots below the surface. Add a little water to Hyacinth glasses which show a deep empty space below the base of the bulb, but do not bother to change the water entirely if there is charcoal in the glasses.

Begonias

The fortunate owners of heated greenhouses may now have winter Begonias in bloom. A cooler temperature is desirable after the plants have reached the flowering stage, because it tends to prolong the flowering period. Putting the case into figures, I suggest 50 to 60 degrees, the former at night, the latter allowing for a natural rise by day. Ventilation should be carefully attended to in order to avoid closeness on the one hand and cold draughts on the other. This matter of ventilation is almost paramount at the present season and not alone with Begonias, almost every other greenhouse plant being equally affected.

A few mems. If shrubs are being cut for Christmas decorations take care to avoid disfiguring them. Roses for flowering in pots may still be lifted, potted, pruned and given a mild temperature in the greenhouse. Amaryllises (Hippeastrums) dormant in pots may be topdressed with loamy compost and started into growth with gentle heat. Pot Azaleas may still be purchased for giving early bloom in the greenhouse and in rooms. Do not plant fruit trees this month unless the conditions are very favourable, but proceed with pruning; and if tar-distillate sprays are to be used in January get the materials in hand and the sprayer made ready. Make frequent examinations of stored fruit to see that decay is not spreading.

PUBLIC ASSISTANCE LECTURES

A proposal is on foot to institute a series of lectures to be delivered in the North Eastern area on Public Assistance subjects. These lectures are intended to be of special interest to candidates studying for the Poor Law Examinations Board examinations, namely the Relieving Officers' Examinations; the Clerical Assistants' Examinations; and the Institutional Officers' Examinations. The District Committee would be glad if those who are interested in such lectures would communicate with Mr. V. Grainger, Town Hall, Newcastle-upon-Tyne, who is the Hon. Secretary to the District Committee.

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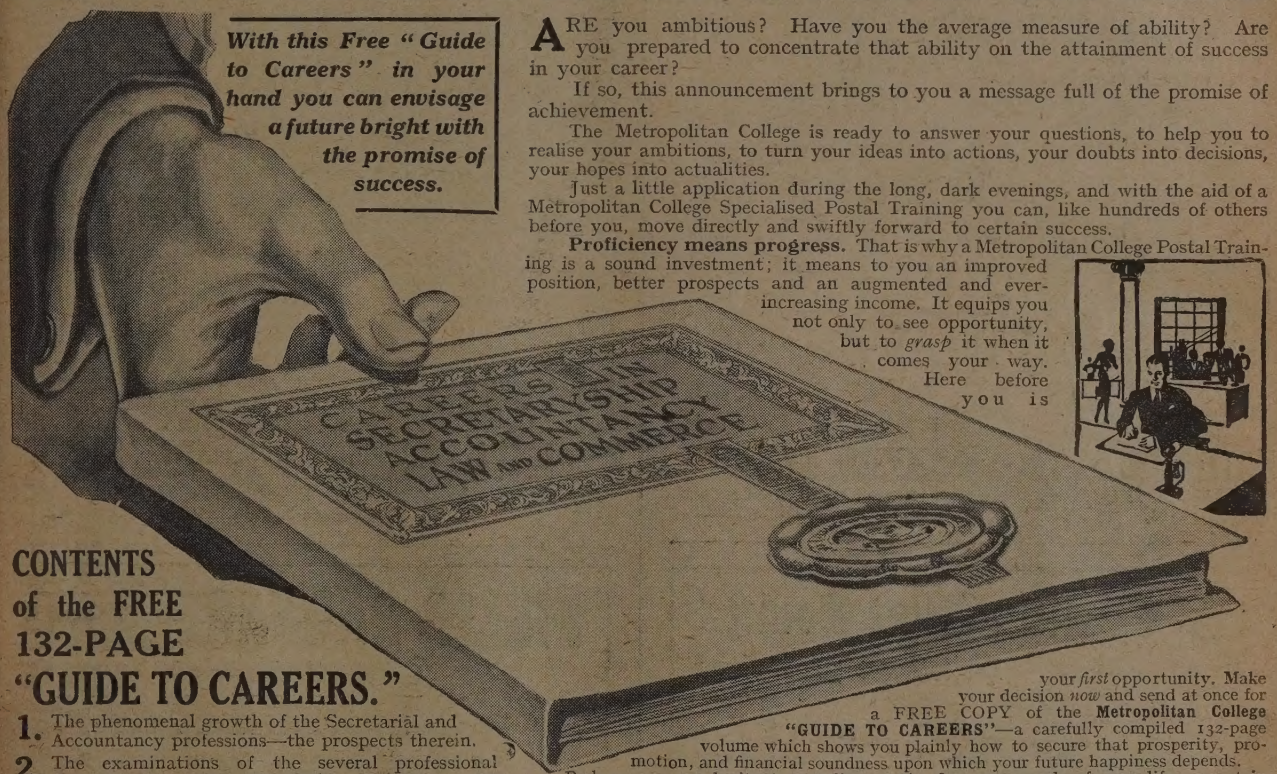

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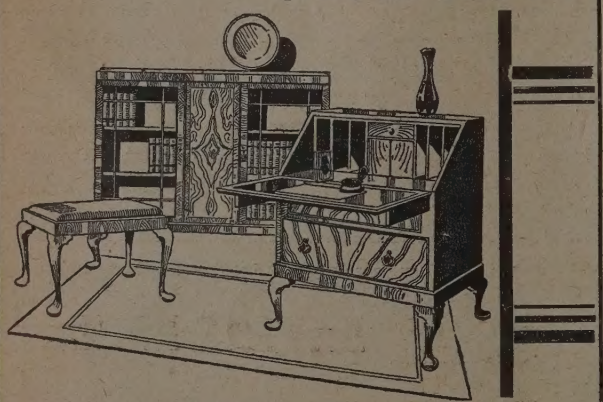

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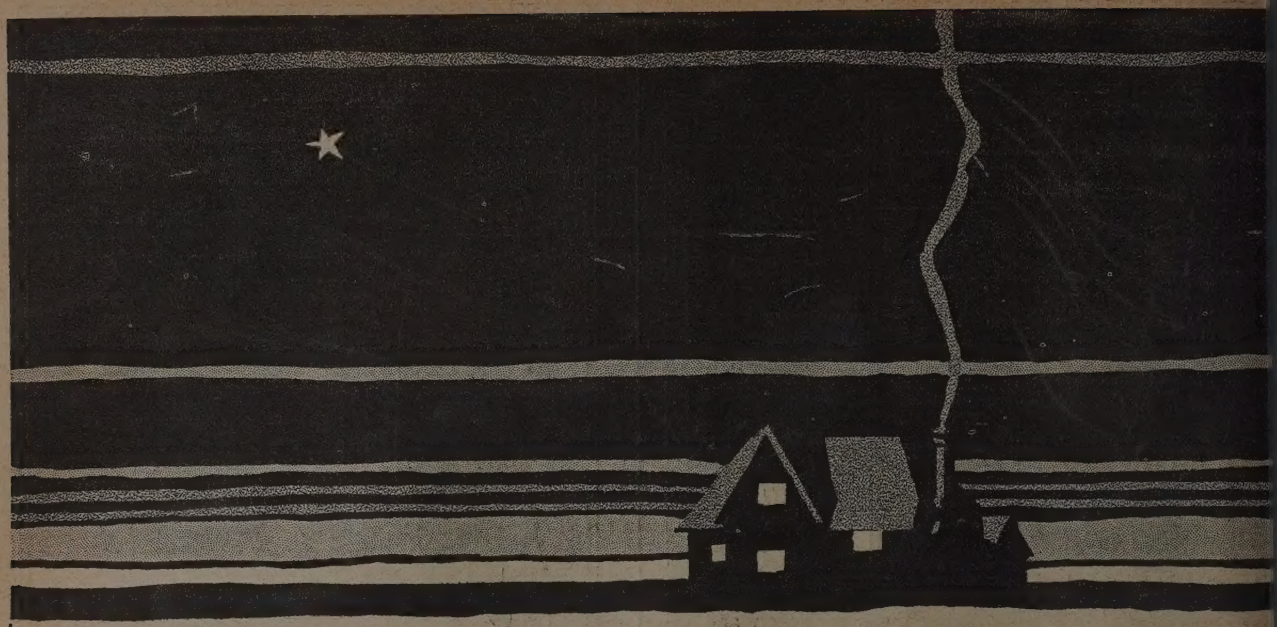

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